

# Bulletin

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**STRIKE NEWS**

## Teaching assistants return to work

THE STRIKE by the University's 2,600 teaching assistants has ended and the TAs have returned to work.

The members of the Canadian Union of Educational Workers (CUEW), Local 2, voted March 16 and 17 to ratify a new two-year contract with the University. Negotiators for CUEW and U of T reached a settlement March 14.

The agreement provides wage increases of six percent in the first year and 4.5 in the second. In addition, the University and the union have agreed to establish a joint committee to conduct workload studies of academic departments.

The committee will consist of two union representatives and two University representatives; a researcher will help compile and interpret data.

The contract provides for workload studies of two departments a month (except in July and August) during the life of the agreement. The union will choose the departments for study. With particularly large departments, the committee may decide to study one rather than two in a particular month.

David Cook, vice-provost (staff functions), said the University is pleased with the agreement. It is fiscally responsible and addresses the union's concerns regarding the amount of work members are expected to do, he said.

"Agreement on the workload studies

was central to meeting the concerns the union had expressed; it paved the way for the rest of the agreement to come together."

Cook said the University will take steps under the grading practices policy to ensure that all students are treated fairly, including those who chose not to cross picket lines. Individual instructors are asked to find appropriate ways of helping students compensate for lost

instructional time, he said.

Peter Trnka, CUEW's chief negotiator, said the union did very well on workload. "Workload was the number one issue," he said. "The agreement isn't limited in scope. A minimum of 26 departments will be studied.

"We did not get anything on job security. The employer took a hard stand on everything else."

Trnka said some members voted

against ratification of the agreement because they were unhappy with the wage settlement.

The strike by teaching assistants followed the pattern set two years ago. In March 1989 Local 2 went on strike for about two weeks, primarily over workload, although wage demands also played a part. In this strike, as in the 1989 stoppage, many classes were cancelled, See *TAS RETURN*: Page 2

## Increase spending on research, Royal Society report recommends

by Karina Dahlin

THE FEDERAL government should increase the combined budgets of the three research granting councils by 83 percent over the next five years, says a report by the Royal Society of Canada.

The document, entitled "Realizing the Potential: A Strategy for University Research in Canada," was released last month by the society's University Research Committee.

In the report the committee proposes that the federal government increase the budget of the Social Sciences & Humanities Research Council (SSHRC) to \$263 million from the current contribution of \$65 million. The annual budget of the Natural Sciences & Engineering Research Council (NSERC) should rise to \$590 million from \$358 million and funds for the Medical Research Council (MRC) should reach \$350 million from \$200 million.

It also suggests that the value of doc-

toral and post-doctoral awards be increased over the next five years to \$57 million from \$25 million for SSHRC; to \$100 million from \$65 million for NSERC; and to \$36 million from \$20 million for MRC.

Although the funding increases recommended are significant, they represent less than a tenth of one percent of the gross domestic product, the report says. "Any lesser commitment will seriously endanger the capacity for high-quality research which has been built up over the past four decades."

When the committee began its work, researchers in the social sciences and humanities feared their concerns were being ignored. As a result the committee paid more attention to those areas and the report concludes that a major increase in SSHRC funding is necessary to revitalize and diversify research in the social sciences and the humanities.

Many faculty members have given up

applying for SSHRC grants because of the low probability of success, says the report. "Since there are few alternative sources of funding their research activity is carried on at a minimal level."

The report also recommends that the provinces assist immediately in paying overhead costs that are not covered by research grants. In the short term, the provincial contribution should equal 25 percent of the sum of peer-reviewed, competitively awarded grants that don't pay for researchers' indirect costs.

In the long term, the report recommends the provinces should provide at least 50 percent of the total amount of those research grants, to help pay for clerical and other assistance as well as heat, light and other costs.

If Ontario were to adopt the recommendation, U of T would receive \$13 million immediately and \$26 million eventually, said Dan Lang, assistant vice-president (planning).

## Boards pass equity policy

by Jane Stirling

AT ITS March 4 meeting the Business Board approved a revised employment equity policy for the University.

The policy establishes a framework for developing University-wide goals and timetables for the hiring and promotion of designated group members and for adopting special measures to ensure the goals are achieved. Departments and divisions will not be forced to meet specific numerical goals but administrators will be more aware of U of T's objectives in achieving a representative workforce, said Mary Lynne McIntosh, employment equity coordinator.

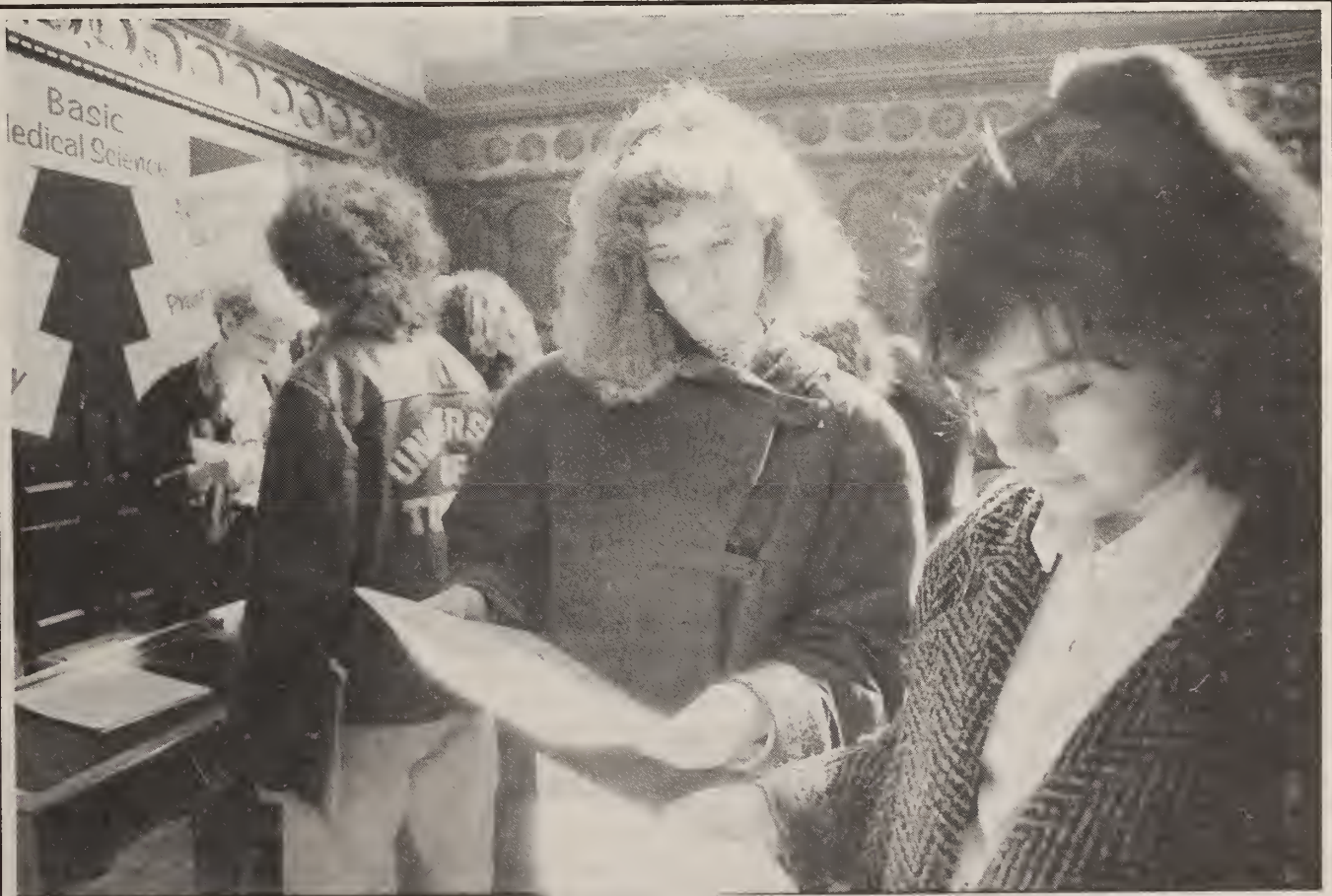
The policy also expands the focus of employment equity to four designated groups: women (the principal focus in the earlier policy), visible minorities, aboriginal peoples and persons with disabilities.

The amended policy was also passed at the Feb. 28 meeting of the Academic Board. Governing Council considers it March 28.

The new policy does not make reference to merit as a criterion in hiring. But in a Feb. 15 memorandum to the Academic Board, Provost Joan Foley says merit will remain the prime criterion for hiring and promotion of faculty.

The University's Policy & Procedures for Academic Appointments establishes the criteria for consideration of tenure and its Policy & Procedures Governing Promotions establishes those for promotion, Foley notes.

She told the March 4 meeting that the goals established under the employment equity policy will raise the consciousness of the University community concerning systemic discrimination. Goals will represent a "challenge figure" for administrators.



### Science of choice

First-year students gather in the East Hall of University College to share information on science courses in the Faculty of Arts & Science. The March 5 event – called Science Options – was organized by the office of Dean Marsha Chandler of arts and science. Some 400 students visited representatives of science departments, the

Professional Experience Program (which allows some students to spend a year in the workplace after completion of their second year) and the U of T Career Centre. Science Options is one of several recent initiatives sponsored by arts and science to help first-year students adjust to the University and make informed choices about their futures.



## Society elects U of T researcher

PROFESSOR Lap-Chee Tsui of the Departments of Medical Genetics and Medical Biophysics and the Hospital for Sick Children has been elected a fellow of the Royal Society (London). Tsui has received particular recognition in recent months for his role in the discovery of the gene responsible for cystic fibrosis. He was instrumental in locating the gene and identifying the mutations that give rise to the majority of cases. The discovery has provided the means for identifying carriers and for prenatal diagnosis of the disorder. Tsui received his PhD from the University of Pittsburgh, his bachelor of science and MPhil degrees from the Chinese University of Hong Kong. There are 35 fellows of the British society living in Canada, six from the University – Harold Coxeter, Albert Litherland, John Polanyi, Louis Siminovitch, Boris Stoeicheff and Tuzo Wilson.

## Search begins for chancellor

THE COLLEGE of Electors, representing 29 U of T alumni associations, has begun its search for the University's 19th chancellor. Chancellor John Black Aird retires June 30. In an interview, the former lieutenant-governor of Ontario said the right candidate should have both a profile and a list of accomplishments and be able to sublimate his or her ambition in order to become the president's passive partner. "The position requires reciprocal trust and respect. You must be available for consultation but never instigate anything," Aird said. Other criteria are flexibility, a great deal of energy, good judgement and common sense, he said. Aird believes the role of chancellor depends on the holder of the office. "You have to decide by osmosis where your interests lie and what you want to do." During his tenure, Aird became actively involved in Breakthrough. He advice to his successor is "be yourself." The position is for three years beginning July 1. The

deadline for nominations is Tuesday, April 9 at 4 p.m. Only U of T alumni are eligible to submit nominations. The U of T Act stipulates that the chancellor must be a Canadian citizen. Nomination forms are available from the College of Electors, room 106, Simcoe Hall.

## Head of dermatology elected ACP fellow

PROFESSOR Daniel Sauder of the Department of Medicine, head of dermatology, has been elected a fellow of the American College of Physicians (ACP). Sauder, a leading specialist in immunology of the skin, received the Henry Stelwagen Award in 1979 and the Lila Gruber Cancer Research Award in 1984 from the American Academy of Dermatology. After receiving his medical degree from McMaster University in 1975, he completed his internship in 1976 and internal medicine residency in 1977 at McGill University. He has also trained at the Cleveland Institute (1977-79) and the National Institutes of Health (1979-82). The ACP is the largest society of medical specialists in North America with a membership of 70,000 practitioners, medical researchers and teachers.

## Finalists announced for Trillium Award

THE LATE Northrop Frye, a professor of history at Trinity College and the University's writer-in-residence are all finalists for the provincial government's 1990 Trillium Award for Ontario writers. Frye was nominated for *Words with Power* (Penguin Books). Professor Robert Bothwell of the Department of History, co-author (with Jack Granatstein) of *Pirouette: Pierre Trudeau and Canadian Foreign Policy* (University of Toronto Press) and Dionne Brand, the writer-in-residence at New College and author of *No Language is Neutral* (Coach House Press) were also nominated. The prize, which will be presented April 16, consists of \$10,000 to the author and \$2,000 to the publisher.

# TAs return to work

Continued from Page 1

particularly in the humanities. CUEW maintained picket lines at the College St. entrance to King's College Rd., the Wellesley St. entrance to Hart House Circle, Sidney Smith Hall and Scarborough and Erindale Colleges.

The 1991 strike began Feb. 27. In December the TAs gave their executive a strike mandate. Of the local's 2,600 members, 848 cast ballots, 662 in favour, 186 against.

Talks broke down Feb. 6 when the union rejected the University's offer of a six percent wage increase in the first year and four percent in the second. CUEW asked for a 12 percent increase in the first and eight in the second.

Workload has been an issue for much of the past decade for Local 2. In the recent dispute CUEW called for changes in job description language, ensuring fairer work expectations and conditions.

For the University, CUEW's proposal for a \$100,000 study of job classifications and class sizes would have involved "a costly venture" in research, said Cook. Instead, the University offered a more modest study of workload.

In its proposal for job security, CUEW asked for a "priority pool" of teaching assistants from which the administration would give preference in hiring to experienced candidates. The University offered guaranteed assignments for PhD students.

Attitudes to the strike among faculty members and the TAs themselves varied widely. In an interview, Professor Michael Finlayson, chair of the Depart-

ment of History, said the current CUEW executive was irresponsible for calling a strike with a low level of support. But Professor Wayne Sumner, chair of the Department of Philosophy, said support for the strike among philosophy TAs was solid.

Finlayson, a former president of the University of Toronto Faculty Association (UTFA), said he welcomed the fact that the University did not ask faculty members to take up the jobs of striking TAs.

Professor Peter Fitting of the Department of French, in charge of grievances for UTFA and a supporter of the TAs, said the perception exists on campus that the administration has allowed negotiations with its employees, including faculty, to drag out.

In the Faculty of Applied Science & Engineering, many TAs remained opposed to the strike, said Professor R.A. Collins of the Department of Civil Engineering. The TAs in engineering – who seemed more "bewildered" by the labour dispute than angry – had themselves to blame, Collins said, because they had not bothered to attend union meetings in large numbers, even when the subject of negotiations arose. "It was an education in democracy for them."

Teaching assistant Nicole Petrin of the Centre for Medieval Studies, filed a complaint with the Ontario Labour Relations Board on March 6. Petrin said TAs were not given the opportunity to vote on the University's final offer before the strike was called. But her efforts did not appear to lead to a breakaway movement within the local.

## Operating costs offset by surplus, Prichard says

by Karina Dahlin

THE THREE strikes at U of T have drawn attention to the University's pension fund surplus. In his *Toronto Star* column March 10, David Lewis Stein asks why President Robert Prichard is "crying such desperate poverty" when the University has been able to set aside more than \$100 million.

The money represents the amount the University would have paid into the faculty and staff pension fund since 1987. That year the fund reached a level in excess of the surplus permitted by the federal government, Prichard said in an interview March 15. The University decided to place its contributions temporarily in a "long-term adjustment fund," an endowed fund in which the capital is frozen and the interest may be spent.

The annual yield of approximately \$6 million is pooled with government grants, tuition fees and other income and is spent on operating costs which include salaries and benefits, said Prichard. Staff and faculty have also benefited from the pension fund surplus when the University increased the indexation of pensions to 60 percent of the inflation rate in 1987 and made other improvements, he noted.

(The University will probably resume its payments to the pension fund in 1991-92 with a contribution of \$33.6 million.)

The decision to set up the long-term adjustment fund was made by Governing Council after free and open discussions, he said. "No agreements or understandings with employees were violated. There were no surprises."

During their strike, teaching assistants have accused the University of using them as pawns to attract the government's attention to underfunding problems. Prichard said the efforts to persuade the government that universities need a long-term plan for recovery began before the strikes, persisted during them and will continue. "I don't believe the current strikes are cause for change

in the strategy or in the intensity of it." Fifteen years of "brutal" underfunding is not the only cause of the labour disputes, he said. The University also wishes to allocate funds in a "sound and considered" way and provide salaries and benefits that are comparable with those paid by other employers.

Settlements have been reached with a number of University bargaining units without conflicts and under terms similar to those offered the teaching assistants, he said. As for the two union locals still on the picket line, "we will continue to work with the mediator and reach a settlement as quickly as possible."

"The University must be prudent in allocating its resources. We cannot afford to meet all the demands of employees for higher compensation, of researchers for better facilities and of students for more courses and services. Our resources will always be scarce because there will always be demands that exceed our possibilities. We must make good and fair choices all the time."

UNIVERSITY OF TORONTO

## Bulletin

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# Waugh wins re-election to Governing Council

ALEX WAUGH, vice-principal and registrar of Woodsworth College, has been elected to Governing Council in one of two administrative staff constituencies for a second three-year term.

A total of 1,345 ballots were cast; Waugh received 1,036. He was opposed by Murray Luening, an administrative assistant in the Department of Psychology. The University employs approximately 6,000 administrative staff.

"I will continue to work in the best interests of the University as a member of Council," Waugh said. "If appointed once again as chair of the University Affairs Board, I will be dealing with the sexual harassment policy, human rights for students and non-academic discipline."

In the course of the election campaign, both Waugh and Luening said they believe members of the faculty and the administrative staff should receive the same annual salary increases.

In addition, both candidates said the University should continue to make efforts to resolve parking problems on the downtown campus. They also supported the provision of daycare for staff, stronger recycling efforts, a safer campus for female employees and better training and development programs.

Both said that while they believe administrative staff members should elect more than two members to Council, they do not foresee a rapid change.

The University of Toronto Act establishes Council membership. Teaching staff elect 12 members, alumni and students eight each. There are 16 government appointees, two representatives of the administrative staff, two *ex officio* members – the president and chancellor – and two presidential appointees.

Meanwhile, elections to the Academic Board were held in the Faculty of Dentistry, where Professor David Mock was chosen, and in the Faculty of Medicine, where Professors Avrum Gotlieb, Alan Hudson and Knox Ritchie were elected, all for three-year terms.

The deadline for ballots was noon, March 12. Susan Girard, chief returning officer, noted that the strikes under way during part of the balloting period had little effect on the voting process.

Dentistry had a large response, with 214 of 320 ballots returned – approximately 66 percent – before the election closed, Girard noted.

Ballots were mailed during the week of Feb. 18 before the strikes began. Most were returned in the first 10 days, before any disruption of the campus mail service, Girard said.

Drop-off points were established at Erindale and Scarborough Colleges to ensure that voters could return their ballots before the deadline, but Girard noted that most of the ballots were returned before the need for the system arose.



## Proposal responsible, Cressy says

THE UNIVERSITY acted "responsibly and thoroughly" when it offered to reimburse the Saul A. Silverman Family Foundation for payments and purchases of \$50,000 made by Dr. Peter Alberti, chair of the Department of Otolaryngology, says Gordon Cressy, vice-president (development and university relations).

Following three separate investigations, the University has concluded that Alberti may have used about \$50,000 of funds from the Silverman foundation for purposes that could be considered outside the foundation's guidelines — the purchase of office furniture and honoraria for guest speakers, for example.

The Silverman foundation has contributed about \$1 million over the past nine years to the otolaryngology department for research and clinical studies. In late 1989, Peter Silverman expressed concerns about the use of the funds. Questions were raised publicly in a March 14 television news report.

The University launched an internal audit of financial statements and followed this with an intra-departmental review by Professor Donald Cowan, associate dean of the Faculty of Medicine, in early 1990. Last September, President Robert Prichard asked Robert Armstrong of the law firm Tory Tory DesLauriers & Binnington to conduct an independent review.

In a letter to Silverman in January, Prichard offered \$50,000 in reimbursement. Prichard, Cressy, Silverman, Armstrong and two lawyers met March 14 to discuss Armstrong's report and the reimbursement. The University is waiting to hear whether Silverman will accept its proposal.

All investigations are consistent in their findings that there is no evidence of dishonest or fraudulent activities by Alberti.

As a result of the investigations, the University has implemented stricter financial controls on the funds from the Silverman foundation. David Corder, chief operating officer in the Faculty of Medicine, has been responsible for co-signing purchases and payments of the otolaryngology department since January.

"The stewardship of donor dollars is important to the integrity of the University and to the donors themselves," Cressy said. "We've operated responsibly and thoroughly and have put in place the appropriate mechanisms to ensure this doesn't happen again."

Alberti was not available for comment March 15.

## Fines coming for smokers

SMOKERS in University cafeterias could soon face fines of up to \$2,000. Elizabeth Leesti, executive assistant to the vice-president (human resources), said the City of Toronto's Department of Public Health has given notice that an inspector will visit campus cafeterias in the near future, prepared to issue fines to offenders under the city's no-smoking bylaw.

Leesti said the University recognizes that many people find it difficult to break the habit. In response to their concerns, smoking cessation workshops may soon be offered, she said.



JEWEL RANDOLPH

## Winners' circle

Professor Ann Saddlemeyer (left), master of Massey College, Zehra Alpar of the Department of Geography and students Deepak Ramachandran and Sharon Cardash gathered for this portrait of the winners of the 1991 awards of excellence from the U of T Alumni Association. Saddlemeyer will receive the Faculty Award, Alpar the Chancellor's Award (for a member of the University's administrative staff) and Ramachandran and Cardash the John H. Moss Scholarship at a March 16 presentation dinner at Hart House.

## Harassment policy debate ongoing

DEEPLY FELT and diverging views concerning proposed amendments to the University's sexual harassment policy were expressed in submissions to the University Affairs Board March 6.

Professor Michael Marrus, chair of the Academic Board, said the proposals encompass such a wide variety of activity and expression between consenting adults that they go beyond standard definitions of sexual harassment.

"We are dealing or should be dealing with matters that are frequently not black and white and which can be subjected to widely differing interpretations," Marrus told University affairs.

The existing policy is a good one and requires only fine-tuning, he said. "But I strenuously oppose — and believe the Academic Board opposes — ripping the existing policy to pieces in the manner proposed."

Marrus cited a straw vote at the Jan. 24 meeting of the Academic Board which indicated majority opposition to the proposed changes.

Last fall the Special Committee to Review Policy & Procedures: Sexual Harassment, chaired by Jacquelyn Wolf, director of the School of Continuing Studies, drafted the proposed amendments; they were published as a supplement to the *Bulletin* of Dec. 10.

If adopted, the amendments would broaden the definition of sexual harassment to include sexist behaviour in some instances, extend the time limit for filing formal complaints, require a civil rather than a criminal standard of proof in formal cases and allow third parties, including the University, to file complaints.

At the March 6 meeting, Wolf said the policy has become "a bit of an icon" for many women. She said that after listening to the moving testimony of people with varied opinions, she is convinced that openly displayed sexist behaviour can be a form of sexual harassment when it creates "a poisoned atmosphere."

Professor Michael Finlayson, chair of the Department of History, said the existing policy has proven deficient in certain respects. Finlayson, a former president of the U of T Faculty Association, was involved in the development of the policy.

(In an interview after the meeting, Finlayson said that while he is supportive of some of the proposed amendments, he is not in favour of giving more powers to the University as employer.)

Professor Kathryn Morgan of the Department of Philosophy, chair of the Gender Issues Committee in the School of Graduate Studies, said the existing policy is not designed to deal with all instances of sexual harassment.

She said she knows of undergraduates in a large humanities class who have been keeping a record of the misogynistic remarks uttered by their instructor. "He denigrates and explicitly prohibits those students from exploring research and research topics dealing with women and dismisses large bodies of research that are presently available."

Morgan also cited the example of a professor who informed a class of graduate students that any of them would be guaranteed an "A" if they slept with him. This statement was made in response to a question by a woman student on the marking scheme. The woman did not feel comfortable seeking personal help from the professor, but did not want to leave the course either, Morgan said. "She also felt that it wasn't safe to ask him to serve as her supervisor, even though his area of research was close to her own."

Morgan said fears expressed by members of the University community that amendments to the current policy will undermine academic freedom are unfounded. "Very often the people who are being silenced are not the faculty."

Professor Eleanor Irwin of Scarborough College said seemingly innocuous statements like "you're looking nice

today" can make women uncomfortable if a man expresses them with certain types of gestures and body language. Irwin chaired the committee that led to the hiring of the University's new sexual harassment officer, Paddy Stamp.

Stamp said the formality of the existing process of filing a formal complaint may discourage both complainants and respondents from seeking mediation. In other cases, complainants may not want mediation at all, preferring to seek a ruling and action, rather than reconciliation.

Jim Ducker of the Faculty of Arts & Science, a member of the special committee, appearing before the board on his own behalf, said he believes the University should be able to act as a third-party complainant. If it is not permitted to do so, few formal complaints will be filed, he said.

Ducker noted that of the 135 people who approached the sexual harassment office with reports of harassment between March 1989 and August 1990, only eight filed formal complaints.

The March 6 meeting of the University Affairs Board was the second of two at which the proposed amendments to the sexual harassment policy were discussed.

## New committee chosen to oversee TISAH project

THE UNIVERSITY has named a new management committee for the Treatment Information System for AIDS & HIV (TISAH).

The members of the new group are Sheila Brown, executive assistant to the vice-president (administration); David Corder, chief operating officer for the Faculty of Medicine; David Keeling, assistant vice-provost (health sciences), and Mark Lippard, director of systems development in the Division of Computing & Communications.

A representative of Health & Welfare Canada, the project's sponsor, will help the committee with project management expertise.

The new group will define the objectives of TISAH and prepare a work plan and schedule in time for the meeting of the project's advisory committee April 3, said Richard Ten Cate, vice-provost (health sciences).

The committee was appointed after the University concluded that management problems had caused a delay in implementation of the system.

Professor Harvey Skinner, chair of the Department of Behavioural Science, has resigned from the old management team. Professor Kathryn Taylor, director of the Physician Behaviour Research Unit in behavioural science, was removed from her position as head of TISAH by the University. The changes do not affect the academic status of either Skinner or Taylor, Ten Cate said.

Charlene Meredith, the third member of the original management team, has been rehired as a consultant until April. Her term as executive director of TISAH expired Feb. 28.

Last June, Perrin Beatty, federal minister of health, announced that the University would receive \$6 million over three years to design and implement the project.

TISAH will provide physicians, patients and other interested groups with the latest information on AIDS and HIV treatments. The design phase was scheduled for completion last November but an extension was granted to Feb. 28. Last month the Federal Centre for AIDS extended the deadline to April 15.





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# Connaught Fund merges assets

THE BUSINESS Board has approved a revision in the terms of reference for the \$58 million Connaught Fund to allow a merger of its assets with other University investments.

At its March 4 meeting, board members agreed to the change which will amalgamate, among others, the Connaught Fund, the endowed funds investment pool and the endowed adjustment fund (formerly the long-term adjustment fund), to form a \$250 million pool. The purpose and management of the Connaught Fund will not change.

The merger is slated to occur May 1. Robert White, assistant vice-president (finance), said the merger will improve the University's investment performance by enabling it to diversify into other markets. A larger pool of assets will give flexibility to buy foreign

securities or invest in real estate.

"A larger pool allows us to make more meaningful investments," he said.

The consolidated investment pool will be managed in a manner similar to mutual funds. Each participant will buy the desired number of "units" (the University will set an initial unit value of, for instance, \$100) with its assets priced at market value. The University's finance division will keep track of each participant's share and distribution will be made every April.

Meanwhile, the Connaught Committee has begun a review to consider the

direction of the fund. Some suggestions include more support for graduate students, new faculty members and innovative research projects that may not be eligible for other grants. The review is scheduled for completion this fall.

The fund was established in 1972 from the proceeds of the sale of Connaught Medical Research Laboratories and supports a variety of research projects. The Connaught Committee, comprised of the president, the chair of Governing Council, senior administrators and members from the University community, oversees its management.



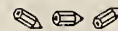
## Notebook by Jane Stirling

Professor Michael Marrus of the Department of History, chair of the Academic Board, likes to see board members engage in vigorous debate. They didn't Jan. 24 when the sexual harassment policy was presented, but on Feb. 28, during the discussion of the appointments policy, opinions flowed freely. To stay on schedule Marrus had to cut off debate but he noted his pleasure with the discussion. "This is so much better than sexual harassment," he said.



Depending where you work and what you do at U of T, the strikes have had varying effects on your job. But did they affect your lunch and spare-time activities? According to an unscientific, informal poll of caterers and hotdog vendors on St. George St., fewer people lined up for bratwurst and sauerkraut or fat fries. Business was definitely down, the fast-food hawkers said. Part of the reason could have been fewer students on campus due to cancelled classes; and those who were on campus but on strike didn't pick up

the slack - they seemed to have access to food and drinks doled out by fellow union members and supporters. For the athletically minded, it was pretty much business-as-usual at Hart House and the Athletic Centre. The biggest inconvenience for most was the need to bring a towel instead of receiving one at the check-in counter, said Linda Offman, administrative assistant at Hart House. Despite reduced hours at both facilities, attendance at fitness classes remained pretty constant while court bookings were high.



Home sweet home. Residence food and beverage services have moved into the house at 45 Willcocks St., the former home of the *Bulletin* and *U of T Magazine*. (We moved to 21 King's College Circle in December). The food and beverage group occupy the renovated second floor while employees in conference services are located on the first. So far, no one is using the quirky but cosy top floor. The nine employees moved March 1 from Simcoe Hall and are loving their new digs.

(This advertisement was paid for by the University of Toronto Faculty Association)



# Our Shame

## Another long-service faculty member fired

Dr. Adele Fisher, a Senior Tutor who runs the Writing Lab at Scarborough College, has been told that her contract will not be renewed after it expires on June 30, 1992.

The administration plans to replace her with two teaching assistants and two computers.

By the end of her contract, Dr. Fisher will have been a faculty member at this University for 18 years. She will be 54 when she is put out of her job. She has no other means of support.

Students and faculty agree on the high quality of Dr. Fisher's work and her contribution to the College.

Dr. Mirta Cohen, a noted scholar who has taught Spanish at Erindale for 14 years, has also been fired. Other victims have doubtless been targeted. Their identities lie buried in secret "planning documents."

These Senior Tutors, these women, are being fired because they are unprotected, because it is convenient. The majority of Senior Tutors are women.

Two more Senior Tutors at Scarborough, a woman with 22 years service and a man with 16, are immediately threatened. A decision is to be made about their positions before April 30.

## A faculty member writes

"More than fifteen years ago, in order to take advantage of an oversupplied academic job market, the University underhandedly created a new job category, the exploitative nature of which it tried to cover up by giving it the prestigious British title of TUTOR.

"So, the University placed a number of individuals, whose superior capacities it had recognised, in a position to have their heads cut off whenever it would deem convenient.

"Why is this so unethical? Simply because it is clear to any honest person that these "terminated" individuals, generally in their 50s, stand almost no chance of continuing to practice their profession with dignity, largely because of the very conditions of employment under which they have served this institution."

Louis B. Mignault, Associate Professor of French, Scarborough College

## We have choices

The tutor ranks have a history of dubious employment practices, including the sexism that created low-paying, low-status categories for highly qualified female employees.

It brings shame on our university that we sacrifice these vulnerable teachers to our frustration over our budget.

The firings don't save much money, and their moral and spiritual cost is intolerable.

We have choices. We need to clarify what our choices are. We need to set University-wide, morally sound guidelines for our academic planning. We need leadership.

**The University of Toronto Faculty Association urges members of the University community to demand sensible, ethical guidelines for administering academic plans.**

Please send copies of your letters to UTFA, or call us at 978-3351.



# Wages, grievances issues in library strike

by Jane Stirling

WAGES and problems in the workplace are the two most contentious issues that must be resolved before the library union will consider a strike settlement, says Hollis Joe, president of the Canadian Union of Public Employees, Local 1230.

The union is seeking a nine percent wage increase in a one-year contract. The University has offered a 10.76 percent increase over two years, 6.5 percent in the first and four percent in the second.

Workplace problems range from favouritism in promotions and transfers to heavy workloads, harassment and deterioration in labour-management relations, Joe said. The union has about 200 outstanding grievances which it wants the University to solve quickly.

Carole Moore, chief librarian, said both parties agreed in negotiations last fall to an expedited grievance process to deal with the backlog using a single arbitrator rather than a three-person board. The parties had planned to meet within 60 days of ratification of the collective agreement to work out details.

As part of its final offer, the University has also proposed a change in grievance procedures. Currently, a complaint is filed with the supervisor or department head who attempts to solve the problem in consultation with the union steward and the employee. If no solution can be found, the grievance is forwarded to the library's manager of personnel services and, in the last resort, to the University's manager of labour relations.

Library management would like the process to be an internal one, similar to the grievance procedure followed by librarians and administrative staff in the library. The library has proposed that the grievance be heard first by a supervisor, second by a department head and finally by the chief librarian or her designate.

Joe said an internal process would not be impartial in its decisions. "A union with a helpless grievance procedure soon becomes an ineffective support mechanism for its members, loses credibility and dies," he said in a Jan. 25 notice of strike mandate.

The University has also offered:

- to post all job vacancies, including those that are due to leaves of absence and long-term illness expected to extend beyond six months, except where other staff are available because of a reduction of work
- to provide a vision care plan covering up to \$150 every two years for employees and dependants
- to improve bereavement leave and include a broader definition of immediate family
- to provide two days paternity leave
- to provide paid personal leave of absence which may be used for religious holidays.

The union is also seeking:

- a vision care plan
- a return to the 1988 full-time staffing complement
- a restructuring of the job classification system
- a "humane and intelligently planned" approach to technological and organizational changes
- job security for student employees
- resolution of health and safety problems.

## Charges laid in picket line fracas

METRO POLICE have charged a student with assault in connection with a scuffle with a picketer March 6 at the entrance to a parking lot on the St. George campus.

The student is accused of injuring a picketer and his wife after he became frustrated with traffic delays caused by striking workers at the entrance to the parking lot at 115 St. George St. A counter-suit has been filed, charging the picketer with the same offence, said Lee McKergow, deputy chief of the U of T police.



Hollis Joe, president of the Canadian Union of Public Employees, Local 1230, addresses striking library workers and their supporters at Queen's Park. Approximately 500 people

attended the March 12 rally, which began at Simcoe Hall and moved to the legislature. Library workers have been on strike since Feb 28.

## Talks with service workers stall

by Karina Dahlin

THE UNIVERSITY'S 662 service workers continue their strike that started March 4. Despite mediation efforts March 14 at the Ministry of Labour, talks between the University and the Canadian Union of Public Employees, Local 3261, broke off after seven hours.

The only issue on the table was wages. The University offered 6.5 percent in the first year and four percent in the second. Although the union would not disclose its request, it asked for "reasonable wages," said John Slattery, the union's vice-president. During the talks it made several counter offers, he said, while the University did not change its position.

John Parker, director of labour relations, said the union asked for a 7.6 percent increase the first year and 7.1 percent in the second which would give each worker 90 cents more an hour.

If talks are to resume it will be at the request of the University, Slattery said. He did not want to guess how long the strike may last. Parker, however, was optimistic. "I don't think we're far away

[from a settlement]," he said March 15.

The average wage is \$11.57 per hour with little difference between the highest and the lowest salary in the bargaining unit, Slattery said. Long service is awarded with added vacation time. Parker said hourly salaries range from \$13.98 for animal technologists to \$10.60 for cleaners.

The contract expired June 30 and covers full-time workers. Another 165 part-time employees are seeking their first contract. Conciliation has been suspended since December while the full-time workers are negotiating.

The union's membership includes 355 cleaners and caretakers. So far their absence has not jeopardized public health, said Tom Wong, senior environmental health inspector with the City of Toronto. He said a certain "downgrading of the sanitation" is always expected during strikes, but the degradation at U of T has been minimal.

The greatest problem has been vandalism in washrooms where toilets have flooded because they were plugged with

rolls of toilet paper. Supervisors and volunteers are helping with cleaning duties.

The criteria for closing a facility varies, Wong said. Sometimes a warning may be issued but if, for example, micro-organisms are stolen, immediate intervention would be necessary. John Volant, U of T's biosafety officer, said that during the strike biological agents are handled as usual — staff must disinfect or sterilize biohazardous waste before it leaves the laboratory.

Radioactive wastes have not posed a hazard, said Peter Fundarek, chief radiation protection officer. The waste is stored at a central collection point where a private carrier will pick it up after the strike for transport to the Chalk River waste management facilities.

U of T's office garbage is being collected by private contractors on the downtown and Mississauga campuses as usual. For the duration of the strike, Scarborough College has rented a container that is removed by a private company. Normally staff members on the Scarborough campus take the waste to the municipal dump site.

At the University's animal facilities, professors and administrators are cleaning cages. In anticipation of the strike, food was stocked up, said University veterinarian George Harapa. Officials at the Ministry of Agriculture & Food have inspected the facilities and are satisfied that the animals are well looked after, said Deb Stark, manager of the ministry's animal care program.

Robin Toderian, director of Residence, Food & Beverage Services, said residences are fairly clean.

Food services have been suspended in five cafeterias operated by U of T employees. Eleven eateries on the downtown campus remain open.

Four store workers are off the job. They normally look after deliveries to storage areas but during the strike few delivery trucks will cross picket lines.

Normally, six employees work in the mail room. During the strike it is being staffed by three employees from other areas. There are no mail deliveries or collections on campus but the interim staff are bringing outside mail from three different postal stations and sorting it for individual departments to pick up.

## Library hours added; no bargaining planned

by Jane Stirling

THREE OF the facilities affected by the library workers' strike will be open for additional hours to assist students finishing projects before the end of the school term.

No contract talks have been held since mediation efforts broke down and the members of the Canadian Union of Public Employees, Local 1230, went on strike Feb. 28. The union represents 265 full- and 250 part-time workers.

The Robarts Library will be open Monday to Friday, 9 a.m. to 5 p.m. as well as Saturday, March 23, 9 a.m. to 5 p.m. The Sigmund Samuel and Science & Medicine Libraries will be open Monday, Tuesday, Thursday and Friday from 9 a.m. to 5 p.m. as well as extended hours on Wednesday until 9 p.m. The engineering, earth sciences and pharmacy libraries will be open weekdays from 9 a.m. to 5 p.m. The rare book library remains closed except for special requests.

No libraries will be open on Good Friday, March 29. A decision has not yet been made on operation of the libraries over the Easter weekend. "We'll evaluate the needs each week the strike goes on," said chief librarian Carole Moore.

Hours were extended at Robarts, Sigmund Samuel and science and medicine because they carry unique journals, Moore said. "The term is drawing to a close and the needs of students are quite urgent. We've been making every attempt to accommodate any requests."

Hollis Joe, president of Local 1230, said he feels sorry for the students but believes the union is not to blame. "The University is making all of us suffer."

Moore said the library administrators who are staffing the libraries affected by the strike are coping well. "We're concerned with providing access to documents needed for essays. Obviously the restricted hours are not as convenient and there are longer waits."



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Librarians' Association  
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Professor Anne Lancashire,  
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LAUT Award Selection Committee,  
University College,  
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### Moral tenure? Shocking news

TO THE EDITOR:

As a senior tutor and a member of the University community, I object to the tone and to the substance of the Report of the Special Committee to Review the Policy & Procedures of Academic Appointments, published as a supplement to the *Bulletin* of March 4. This document and its preface shroud degrading and immoral employment practices in a dull drizzle of bureaucratic clichés. Still, too much is revealed.

First, there is attitude. The attitude seems insensitive, arrogant. We are told that the University should "make its faculty complement more reflective of the population of the society that it serves." The University should do this "without sacrificing quality" (emphasis mine). Does hiring women, people from visible minorities, native Canadians, working-class Canadians mean we risk quality? If it does not mean that, I don't know why the quality issue is raised in this sentence. What is quality anyway? Who assumes?

Second, this document is misleading in its suggestion that it supports a progressive equity policy. The report, while it worries over "those disciplines where there is a dearth of female or minority candidates," makes much of its "emphasis on awareness of employment equity objectives and the design of procedures to achieve those objectives." What the committee actually proposes works against those objectives.

Consider the report's proposals for tutors and senior tutors. Women constitute a majority of the full-time faculty appointed to these ranks. And among tutors and senior tutors are found the largest number of full-time faculty members from minorities. Yet, look at what the committee proposes for faculty at these ranks. Appointments at these ranks, we are assured, "have been beneficial to both the University and to them [the tutors and senior tutors]. The Committee therefore recommends the continuation of the policy to make contractual arrangements to fill these particular teaching needs of the University."

This needs translation. Faculty members at the tutor ranks will be hired, as they are now, on contracts. The University can renew or not renew an expired contract. The maximum contract is five years. Senior tutors cannot be promoted. This means the University can terminate (not renew) a teacher who has been here for 20 or even 30 years. This teacher's work will have been before a full review committee at least five or six times. Under this arrangement, the University owes this teacher, who has made a career of teaching here, nothing.

This arrangement accords "with continuous academic planning, which may include fiscal considerations," because, we are told, "teaching functions and support responsibilities can and do change...." The committee could apply this reasoning to tenure-stream appointments. It does not.

Maybe, you say (as many have over the years), that the University would not dismiss long-service teachers who have given it their best years. I have heard it said that such people have "moral tenure." The shocking news is that the University has recently terminated two senior tutors, one with 14 years of service, the other with 16. Two more, one with 22 years, the other with 16, are immediately threatened with firing. There is no question about the quality of these teachers' work. The University wants to get rid of them only because it is convenient. Times are hard. People are expendable.

Three of the four are women. Two are single mothers. Two are in their 50s, not very employable in the current academic

market. This is employment equity in action.

The report of the special committee endeavours to formalize the policies that have made these shameful firings possible. The report claims to recommend policies that "must be, and must be seen to be, free from all forms of prejudice and barriers which, however unintentionally, unreasonably prevent individuals from developing their abilities and aspirations."

How are teachers who have no prospect of security or promotion, who are afraid to voice controversial opinions, who are destined to remain disposable members of the University community – how are they to realize "their abilities and aspirations" and make the best contribution they can make? And what do we say about our commitment to teaching when people whose job is teaching are regarded as marginal to our purpose?

The special committee missed the opportunity to recommend the kind of decent, sensible policies that protect and secure people in the teaching streams of many other universities. This report obscures old injustices in a fog of 1990s correct-think jargon. The proposed policies on equity in this report would require nothing of the University that is not already required by law. Why has this committee worked for 18 months to produce equity proposals that say the University will obey the law?

It is time for change, real change. It is time to make our words mean something, time for us to run the University as though people matter. Until we do, we will never achieve what I call quality.

Guy Allen

*Transitional Year Programme*

### Pay pause

TO THE EDITOR:

Last year I submitted to the provost a proposal that, in view of the University's budgetary problems, senior members of the faculty and the administration should forego their cost-of-living allowance and any merit pay. Things are no better this year and I should like to canvass a wider public.

I propose that all members of the faculty, administration and library earning \$70,000 or more should take a mandatory pay pause for the next three years. Benefits would be untouched and pensions would be calculated as if those concerned had received the cost-of-living percentage allowed to their juniors.

At present the lion's share of the budget is spent on the salaries of those of us over 50 years of age. We continue to prosper while the unprotected face the cuts. Tutors in particular have given excellent service, some for many years. They deserve a better deal.

Ann Boddington

*Division of Humanities  
Scarborough College*

### Strike issues

TO THE EDITOR:

With respect to the strikes occurring this year, I would like to bring to your attention one matter which, as far as I know, has been misrepresented in the media both on and off campus. It seems apparent that the main issue that triggered the strike of the library union members was the administration's proposed changes in the grievance procedure for this bargaining unit. Since these changes would render the library workers' grievance procedures quite ineffectual, one wonders why such an aggressive act was decided upon when it was already clear that two more strikes were going to occur at the same time. One also wonders why the U of T Faculty Association, so swift to speak out for human

rights not only on campus but also on behalf of groups in other countries, has chosen so far to remain silent concerning this attack on human rights.

David Huntley

*Department of Slavic Languages & Literatures*

### New principles; wide support

TO THE EDITOR:

On Nov. 12 the board of representatives of the U of T Staff Association (UTSA) voted unanimously to support the changes proposed by the Special Committee to Review Policy & Procedures: Sexual Harassment.

In particular the board endorses the following principles:

- broadening the definition of sexual harassment to include behaviour not addressed in the current policy. For example, sexist or homophobic remarks not directed at a specific individual or individuals can still create a very unpleasant environment. Some staff members hear such remarks on an almost daily basis.

- changing the standard of proof from criminal to civil. This is not a radical change because it will bring our policy in line with all other sexual harassment policies at North American universities. We recognize that charges of sexual harassment are very serious but believe the civil standard is a sufficiently high standard of proof. Also, since the range of possible penalties permitted by the current policy are much less severe than the consequences of criminal behaviour, it seems inappropriate to require the criminal standard. To do so focuses on the rights of the respondent rather than those of the complainant.

- extending the time limit to 12 months from the last incident of the alleged harassment (with an additional two months in exceptional cases). Victims of sexual harassment are extremely vulnerable and often fear reprisals. The longer time limit will give administrative staff time to take any steps necessary to ensure their job security – for example, waiting until a performance review has been conducted or a reclassification decision has been made, or even finding another job – before proceeding with a complaint.

- obliging the University to proceed with a complaint when more than one informal complaint about the same respondent has been received, but individual complainants are unwilling to proceed on their own. Victims of sexual harassment who might not want to file individual complaints might well be willing to testify as witnesses in a case where the University took the lead. We believe such a change in the policy will demonstrate that the University is committed to providing an environment that is free from sexual harassment.

Our discussions with staff members and representatives of student associations indicate that there is widespread support in the University community not only for these principles but also for many of the other recommendations made by the special committee. We have the highest regard for the committee's work – the thoroughness of its research and its responsiveness to concerns expressed by individuals and groups from all sectors of the community.

We urge the University administration to show leadership by giving its strong support to the principles reflected in the special committee's report, making sure that these principles are addressed in the policy and ensuring the application of the revised policy to all constituencies.

Judith Eichmanis

*President*

*U of T Staff Association*

### Complete accounts, full disclosure

TO THE EDITOR:

I am writing to express concern about a certain neglectfulness which appears to be creeping into the University's official channels of communication. The first instance I want to mention is one associated with a March 5 interview by Joe Cote with David Cook, vice-provost (staff functions), on Metro Morning, the CBL morning show.

Professor Cook was discussing the effects of the three current strikes on University activities and the University's intentions to maintain at least a minimum provision of program despite the labour situation. One can expect that in such a situation every effort will be made to present the institution in a favourable light and to reassure the public about its reliability in performing its functions. Professor Cook could have gone further in that respect. He gave the impression that procedures that I had thought to be reserved in case of a lengthy strike – those involving the award of a single grade of "credit" in disrupted courses – were rather likely to occur. This seemed alarmist when no campus strike had yet lasted a full week.

On the other hand, one expects that the services normally rendered by University employees in various categories should be accurately described. It was here, in the specific case of Canadian Union of Educational Workers (CUEW), that Professor Cook neglected to inform fully. He described their functions as primarily those of leading small groups of students in tutorial discussions and of laboratory demonstrations. The large role that teaching assistants have in reading, grading and commenting on assignments, particularly in large courses and lower years, was not mentioned. Neither was the role of teaching assistants as course instructors in a number of disciplines where the faculty complement does not suffice to meet instructional needs. The effect of these omissions was to present as a minor nuisance the withdrawal of services that seem to me to be of considerable consequence and, in addition, to render mysterious the rather drastic compensatory measures he mentioned.

The other cases of neglectfulness in the provision of information appear on page three of the March 4 issue of the *Bulletin* in articles with some bearing on the situation of those currently employed in positions as tutor and senior tutor.

"UTFA seeks job security for tutors" describes the faculty association's concern for the employment security of tutors. In it Principal Desmond Morton of Erindale College is reported to have blamed budget cuts and small enrolment for making the Spanish program vulnerable and the senior tutor employed in it eliminable. One would have liked to learn exactly how large enrolment is in both the program and in Spanish language electives on the Erindale campus. One would also have liked to learn what the relative size of the Spanish program is and whether the enrolment tended to increase or decrease in recent years. Finally one would have liked some additional information about the contributions of the person to be terminated to the academic community.

All of this information could have been had from brief interviews with affected parties and consultations of back files of University publications. For example, the February 1991 copy of *The Dale*, Erindale's in-house publication, indicates that the person in question has presented papers at three scholarly conferences since May and received a grant to spend the summer doing research in Madrid. Other reports on the termination of the tutor have suggested to me that it was more her own contrac-

*Continued on Page 8*





## Letters from Readers

Continued from Page 7

tual vulnerability and the impending retirement of a tenured colleague in Spanish than any concerns about Spanish language programs and teaching which account for her termination at Erindale.

Accounts of the situation of tutors at the Scarborough campus are similarly less than full. While it is true that the fate of the two senior tutors in modern European languages was not sealed by the budget document suggesting their probable termination, my sources indicate that attempts to find alternative means of budget reduction were stimulated in part by a resistance on the part of humanities division faculty to any dismissal. My own belief in this matter may be the result of misinformation. However, I think it is a common enough one to have been encountered by the *Bulletin* and to have merited some checking and some comment in the article.

My complaint about the report on the Yip report ("Alter tenure criteria: report," March 4) is this: Professor Yip proposes, as part of his recommendations, a change of nomenclature for non-

tenure-stream academic appointments. In his report the term "tutor" would be reserved for faculty who work under faculty supervision and provide support in teaching. "Lecturer" would be the term reserved for other long-term, non-tenurable faculty. Many of those currently appointed as tutors or senior tutors would be reclassified as lecturers under the Yip proposals. Any casual reader of page three, however, who then decided to follow up by examining The Report of the Special Committee to Review the Policy & Procedures on Academic Appointments (*Bulletin*, March 4) would be tempted to conclude that what was at issue was job security for a kind of glorified teaching assistant. They might conclude that the claim should not be taken seriously. While I think that it would be wrong to diminish the role of those who support teaching (and may often be responsible for the actual mastery of both doctrine and skills), I do think that it should be known that other services are also offered by those whose security is at issue.

Finally, in the interests of full disclosure, I will confess that I hold an appointment of senior tutor and have taught in the tutorial complement since

September 1980. In my role I have both lectured and supported the teaching of others.

Thomas Mathien  
Transitional Year Programme

### Budget strategies at Scarborough

TO THE EDITOR:

The article on page three of the last issue of the *Bulletin* misrepresents my remarks concerning the college's budget process and plans ("UTFA seeks job security for tutors," March 4). In the interest of clarifying this issue, I have, in what follows, repeated the relevant sentence from the Jan. 17 report of the Budget Committee to the Academic Board; set out what was presented to the Budget Committee relevant to this issue; and indicated the view that the presentation and the wording of the report does and does not support.

The Budget Committee report states: "Strategic cuts are planned in terms of faculty and staff, particularly by phasing out Italian and German programs, by reducing Physics and by reorganiza-

tion in services and administration."

The submission to the committee consisted of two elements: a document prepared by the vice-president and provost's office from material submitted by the college and an oral presentation by me followed by a lengthy discussion with me. Together they form the basis for the statements in the Budget Committee report.

The committee was informed that the details of the college's plan were tentative (the committee's report went to great lengths to make clear that the divisional plans presented to it were all tentative and in a state of flux).

The committee was informed that the budget reductions at the college would be assigned differentially to budgets in accordance with the budget strategy. One element of that strategy was the identification of German and Italian programs as areas in which long-term low enrolments made phasing them out reasonable. The statement in the Budget Committee report reflected this strategic plan.

Phasing out these programs did not mean that by 1995 there would be no faculty members in these areas. It is a statement of strategy to be used to guide budget decisions. Consistent with this strategy a number of possible ways in which the faculty who are associated with these programs could be reduced were discussed by the senior administrators at the college (the chairs, the vice-principal and associate dean, the director of administration, the registrar, the director of cooperative programs and the college librarian). A number of these were and are being explored. They include early retirement and voluntary severance of professorial faculty and transfers within the University. The non-renewal of the contracts of the senior tutors was only one of a number of alternatives. Choosing an alternative from those available was very much in a state of flux.

The Budget Committee report and the college's presentation to the committee clearly support the view that the senior tutors in German and Italian were at risk (although it is important to note that the humanities portion of the budget plan is currently being entirely reconstructed). They do not support the view that the senior tutors were being informed, in a public document, that their contracts would not be renewed. Again, the choice of available alternatives was in a state of flux.

The development of the college's budget strategy has included general meetings of disciplinary groups as well as one with support staff. It has also included the issuing last spring of a green paper which resulted in two formal reports, extensive correspondence and discussion; and the issuing recently of a white paper which provides detailed information about the budget and the budget plan. The senior administrators of the college have undertaken the task of reducing the budget with extreme care. We have examined in detail each area of the college, in most cases to the level of individual functions and positions, and have considered and evaluated the negative impact of all potential reductions.

Paul Thompson  
Principal, Scarborough College

### Letters deadlines

March 22 for April 1  
April 5 for April 15

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# Exploring the evolution of the earth

## GEOPHYSICS CELEBRATES 150 YEARS

BY CAROLYN MEREDITH

In 1839, as part of a new, worldwide interest in the natural magnetism of the earth, the Royal Society of London sent Lieutenant Charles James Buchanan Riddell of the Royal Artillery to Canada to establish an observatory. Riddell packed his equipment and ventured with his family and a few military personnel into the wilderness to yet-to-be-developed land belonging to King's College. A year later Riddell's observatory was the first building to be constructed on University grounds.

Last November U of T celebrated the 150th anniversary of geophysics in Toronto. Geophysics, or the Greek "physics of the earth," is a broad discipline which can be defined as the application of physics to the understanding of the evolution and present state of the earth-moon system. In applied research, scientists use electromagnetic and seismic equipment to investigate the interior of the earth for, among other things, mineral exploration and geological mapping. Geophysicists seek to unravel the time scale of the earth; they chart its history from the last ice age to the present. They also study motion and composition of the earth, global patterns of faults, structure of the continents and magnetic fields under the earth's surface.

In its formative years, geophysical study focused primarily on early 19th-century findings that revealed magnetic fields were generated beneath the earth's surface. So in 1840 Riddell began his observations using little more than a magnet carefully balanced on a wooden pedestal. Using his magnetometer, he was able to watch the magnetic field within the earth gently pull and twist this delicate instrument.

The first observatory built on campus was constructed using 12-inch thick logs and copper nails because any type of metal in the surrounding area would have disrupted Riddell's equipment. The building, which contained two rooms — one for the instruments, the other for computing — was also used to chart meteorological activity.

Captain John Henry Lefroy succeeded Riddell in 1842; 11 years later the Province of Canada assumed responsibility for the facility and transferred its operations to the University.

Shortly thereafter the original log



PHOTO COURTESY OF DEREK YORK

The building, at right, which currently houses SAC was constructed as an observatory in the mid-1800s.

building was replaced by a stone structure, located just south of Hart House and now home to the Students' Administrative Council. At the same time, the University's meteorology professor, George Kingston, converted the observatory into a centre for the national weather service.

By the late 1800s with the advent of Toronto's streetcars, it appeared that magnetic recording on campus was finished. The transit system scattered random magnetic fields which interfered with the observatory's extremely sensitive instruments. The operations were eventually moved to Agincourt in 1898 until they were amalgamated with the Dominion Observatory in Ottawa in 1969.

But the study of magnetic fields was not over at U of T. Physics professor Lachlan Gilchrist was commissioned in the late 1920s, along with two of his colleagues, to investigate claims made by people in the mining industry of mineral detection using magnetic and electrical methods. He discovered a valid connection and began to teach undergraduates this new type of applied geophysics.

In recent years, Professor Emeritus J. Tuzo Wilson of the Department of Physics has brought "pure" geophysics into prominence at U of T. He established global patterns of faults and of the structure of the continents. His studies have had an important bearing on theories of continental drift, move-

ments of the sea floor and convection currents within the earth.

On the occasion of the 150th anniversary of geophysics at U of T, it is impossible to recognize the accomplishments of today without remembering people like Riddell whose preliminary theories and data collecting are the basis for current research. While Riddell spent his days observing magnets in the solitude of open fields, researchers today plunge submarines into the depths of the sea in their quest to map the ocean floor using their own brand of sophisticated magnetometer. And as the past is remembered and the future is conceived, U of T remains central to the continuous stream of advancements in the field of geophysics.

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SIXTH ANNUAL

## Women's Centenary Lecture

The Women's Centenary Lecture Committee  
for the University of Toronto  
takes great pleasure in announcing a lecture by

## Dr. F. Marguerite Hill FRCP(C)

Physician-in-Chief, Women's College Hospital 1968-1984  
Professor Emeritus, Faculty of Medicine, University of Toronto

## Women and Medicine

Wednesday, March 20, 1991 at 4:00 pm  
Hart House Theatre  
Admission FREE No Tickets Required  
Information 978-4410



## Annual General Meeting

The annual meeting of the  
University of Toronto Faculty Association  
will be held on  
**Thursday, April 11, 1991 from 4:00 to 6:00 p.m.**  
in the auditorium of  
**O.I.S.E.**



## UTFA COUNCIL ELECTIONS

Call for nominations in the following constituencies.

Terms commence July 1, 1991  
(Terms are for three years except as noted)

Banting & Best, Biochemistry, Clinical  
Biochemistry, Medical Genetics  
Chemistry  
Civil Engineering, Geological Engineering  
Computer Science, Statistics  
Education  
Erindale - Humanities  
History  
Law  
Librarians (2 representatives)  
Library Science  
Mechanical Engineering, Industrial  
Engineering, Aerospace

Pharmacology, Medicine, Pathology,  
Physiology  
Political Science  
Rehabilitation Medicine, Art as Applied to  
Medicine, Speech Pathology, Anatomy (2  
years)  
Retired Members (2 representatives)  
Scarborough - Physical Science  
Scarborough - Humanities  
Social Work  
St. Michael's College (2 representatives - one  
with a term of one year)  
Trinity College  
Victoria University

Members in these constituencies are requested to make nominations for these  
Council seats. Forms will be distributed to members and additional forms will be  
available at the UTFA office, 720 Spadina Avenue, Suite #419. Nominations open  
March 22 and close April 5, 1991. Elections, where necessary, will be held from  
April 12 to April 26, 1991.



## Special General Meeting

On Tuesday, March 19, 1991, there will be a general  
meeting of the membership of the Association. The  
meeting will take place in the auditorium of OISE  
from 4:00 - 6:00 p.m.

### Agenda

#### 1. Campus Strikes

This will be an important meeting of the  
membership. All members are encouraged to  
attend.

If the strikes have ended by the 19th of March, the  
meeting will not take place.





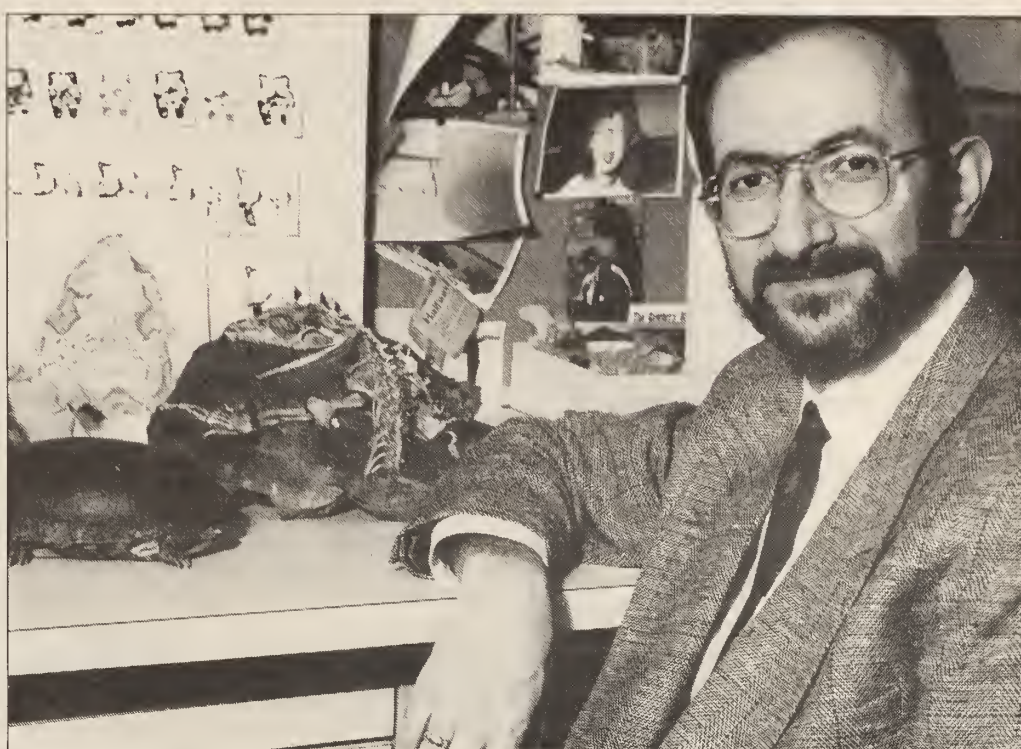
# Piecing together the past

THREE HUNDRED million years ago, ancient reptiles – the ancestors of dinosaurs, birds and mammals – began to eat plants and lay eggs on land instead of in water. The change did not happen overnight but, if it weren't for the detective work of people like Professor Robert Reisz of zoology at Erindale, we might think so.

Paleontologists spend lifetimes piecing together fossil fragments, often confirming what others have found. Reisz belongs to a select club. He is one of only a handful of scientists around the world studying the early evolutionary history of higher vertebrates, and much of what he does is original work. Recently he and his graduate students identified a couple of "missing links," discoveries that may be useful for generations of scientists to come.

Reisz, 43, was born in Romania. He came to Canada as a 16-year-old and enrolled at McGill University to study mathematics. Although the curriculum wasn't too difficult, he didn't enjoy it. He switched to music, saw the sense of securing a broad liberal arts education but floundered until he enrolled in a third-year vertebrate evolution course. Then he was hooked.

In 1975 he completed his PhD at McGill and came to Toronto to teach biology. As one of only two Canadians in his specialized field of study, he felt somewhat isolated. That changed in



HOMA FANIAN

1980 when he began to teach graduate students and involve them in his research. Last May he and PhD student Michel Laurin published a paper in the prestigious British journal *Nature* describing a 260-million-year-old skull of an animal which links reptiles to mammals. In January their work was featured on the magazine's cover, this time in connection with a fossil that explains the origin of turtles.

The evolution of turtles has long been an enigma. Reisz's supervisor at

McGill, Professor Robert Carroll, chair of the Department of Biology, published his theory about their ancestry in the 1970s but Reisz disagreed and found it a challenge to disprove Carroll's thesis. His chance came in 1982 when he borrowed a rock from a South African paleontological institute. When he first saw the stone, only millimetres of the fossil showed. After months of careful cleaning, two *Owenetta* skeletons became visible and Reisz realized he had found a link that demonstrated the

close relationship between turtles and para-reptiles. (Carroll had argued that turtles come from a more central reptilian stock.)

Assembling the physical evidence of a 250-million-year-old creature is sometimes as difficult as putting together a three-dimensional jigsaw puzzle that has been tossed around and crushed underfoot, said Reisz. He showed me pieces of rock that looked like just that – rock – but which contained splinters of bone. Diane Scott, a talented illustrator in his lab, reconstructs the vertebrate, or parts of it, through her drawings. Many paleontologists aren't interested in the cryptic fossils Reisz chooses but the more difficult a problem appears, the more intrigued he is, an approach he learned from Carroll.

As a graduate student, in the years before back problems and family responsibilities, Reisz would sit in front of the micro-

scope non-stop for 24 hours with a dental drill in hand, fascinated by his discoveries and guessing what they might be. Now most of this work is done by his students but he is constantly looking over their shoulders, as excited as ever.

When Reisz takes time out he reads all the science fiction he can get his hands on. His imagination is always reconstructing unfamiliar environments, whether they are tales of unknown places or living conditions of million-year-old fossils.

## IMPORTANT NOTICE

During the CUPE 3261 strike, Promotional Opportunity Announcements will not be distributed to all locations. Promotional Opportunity Announcements will be posted at the following locations:

**Human Resources Department**, 215 Huron Street, 8th floor

### Human Resources Decentralized Personnel Offices:

- Faculty Personnel Office, Faculty of Arts and Science, Sidney Smith Building, 2nd Floor (outside Room 2014)
- Personnel Office, Robarts Library, Main Floor (bulletin board near cafeteria)
- Personnel Office, Faculty of Dentistry, 124 Edward Street, 3rd Floor, Room 305
- Personnel Office, University of Toronto Press, 10 St. Mary Street, 7th Floor
- Personnel Office, Scarborough College

### Plus

Erindale College, Personnel Office

Where it is possible, it is preferable that applications be sent through a reliable means or dropped off to the Personnel Officer whose name and location appear on the Promotional Opportunity Announcement. However, employees are welcome to drop off their applications in a sealed envelope at any of the above posting locations.

Thank you for your co-operation.

## STRIKE HOTLINES

*The University will continue its efforts to avert strikes by any of its unionized employees. Please direct strike-related enquiries to the following information lines:*

Teaching assistants (CUEW Local 2)	978-2824
Library workers (CUPE Local 1230)	978-6307
Maintenance workers (CUPE Local 3261)	
St. George campus (except Hart House and Athletic Centre)	978-4411
St. George campus, Hart House	978-6111
St. George campus, Athletic Centre	978-3437
Scarborough campus	287-7549
Erindale campus	828-5454
General enquiries concerning picketing	978-8750
Emergency security problems	
St. George campus	978-2222
Scarborough campus	287-7398
Erindale campus	828-5200



# TRAVEL PROGRAMME

## EN ROUTE TRAVEL CARD

• The enRoute Travel Card (added to the U of T Travel Programme) is available to full-time employed or appointed staff members who obtain the necessary approval of Principal, Dean, Director or Chair (or higher).

• In addition to offering the card holder the convenience and efficiency of a U of T Corporate Travel Card, the enRoute Card also offers the following benefits:

- Automatic \$300,000 Travel Accident Insurance;
- Car Rental Collision Damage Insurance;
- Car Rental Injury Insurance;
- Medical Indemnity Cash Payments;
- Flight Delay Insurance;
- Airline Default Insurance;
- Baggage Delay Insurance;
- Lost or Stolen Baggage Insurance;
- Emergency Medical/Legal Advice Services;
- Emergency Out-of-Country Medication Transfer;
- Emergency Canadian Consulate/Embassy Information;
- Emergency Message Transmission.

• Staff members may even wish to carry both the enRoute and Amex Travel Cards as a convenient method of segregating and tracking expenses relating to two or more major projects.

For applications or further information, contact the Travel Programme Co-ordinator, 978-5173

## RECONFIRMING FLIGHT RESERVATIONS

Reconfirmation of return or continuing reservations on domestic flights (those within Canada and the continental United States) is not required. However, reconfirmation of all flight times before leaving for the airport is recommended.

• Return or continuing reservations on international flights must be reconfirmed at least 72 hours prior to scheduled departure. Airlines may cancel international bookings that have not been reconfirmed. If you cannot utilize your reserved space, call the airline or your travel agent and cancel so the space may be offered to someone else.

## PURCHASING

### TURNAROUND DOCUMENTS

External Blanket Order Turn-around Documents for Ledger 3's have been issued. Return completed forms to Purchasing, 215 Huron St., 7th fl., by Monday, March 25th, or fax @ 978-5483.

External Blanket Order Turn-around Documents for Ledger 1's and 2's will be available for pick-up the week of Monday, April 1st.

### ON-LINE PURCHASING

Departments interested in coming on-line should contact Linda Nevison, 978-8392, for further information.

### EMPTY GAS TANKS

A reminder to return all empty Matheson and Canadian Liquid Air gas tanks to the vendor. Then submit "return tags" to the Purchasing Dept.

## CUSTOMS

### TRANSPORTATION & COURIER DELIVERIES DURING STRIKE

Departments and staff who experience difficulties in receiving goods during the strike, please call the Purchasing Dept., 978-7447, for assistance.

## EQUIPMENT

The "Equipment Exchange" is a service co-ordinated by the Purchasing Department to facilitate the recycling of surplus equipment within the University.

**PLEASE NOTE:** Equipment moved from research to administration or sold outside the University is subject to tax and duty. Contact Customs, commodity taxation section, if unsure.

Description	Qty	Model	Age	Mkt Value	Contact
Duplicator	1	Gestetner 4170 AMI	1988	Best Offer	P. Reich 978-4029
Electronic Scanner	1	Gestetner 1103	1989	Best Offer	G. Cernivivo 978-3722
Computer	8	Osborne 1 & 1B	1983-85	Best Offers	
Printer	2	Facit 4565	1982-83	Best Offer	
TV Camera (Saticon Tubes)	3	Hitachi SK-81	1980-81	(for lot)	P. Ward 978-1894
Video Switcher	1	Crosspoint Latch 6109	1983	.	.
TV Monitor, 9" B/W	4	Conrac KNB-9	1970	.	.
TV Camera Tripod	3	Samson	1970	.	.
Printer	2	IBM 5219 & 5224	1985/86	Best Offers	M. Gomes 978-3529
Display Station	13	IBM 5291 & 3196	.	.	.
System 36	1	IBM 5362	.	.	.
Computer (w/monochrome monitor enhanced keyboard, CPU 5 1/4" disk drive)	1			Best Offer	M. Todd 978-2646
Copier	1	3M 586 AGDF, 574 Sorter	1986	.	E. Zeidman 978-7549
Toner (for Xerox 1048 1045 & 1040 Copiers)	34 btl. (8 oz. ea.)	Victory Systems VX 1048	1990	39.75/btl.	E. Wong 978-6072



## Books

The following are books by U of T staff. Where there is multiple authorship or editorship, staff are indicated by an asterisk.

### March

**Freedom from Violence: Sectarian Nonresistance from the Middle Ages to the Great War**, by Peter Brock (University of Toronto Press; 385 pages; \$55). The book focuses on the experience of the North American Mennonites' conscientious objectors, first during the American Revolution and then during the Civil War.

### February

**Remembering Postmodernism: Trends in Recent Canadian Art**, by Mark Cheetham with Linda Hutcheon\* (Oxford University Press; 146 pages; \$19.95). A detailed examination of postmodernism in the Canadian visual arts, this study focuses on memory as an essential and recurring issue in the work of 40 Canadian artists, individually and collectively.

**Markham in Peru: The Travels of Clements R. Markham, 1852-1853**, edited by Peter Blanchard (University of Texas Press; 176 pages; \$25 cloth, \$10.95 paper). The journal of the prominent British writer and geographer, detailing his travels as a young man along the Pacific coast, through the highlands and into the jungles of Peru in 1852-53.

**Criminology: A Reader's Guide**, edited by Jane Gladstone, Richard Ericson and Clifford Shearing (Centre of Criminology; 275 pages; \$17.95). The 10 essays in this volume deal with recent issues and topics and provide a detailed guide to the literature of the field. Among the areas addressed are the social history of criminal justice, politics and crime, narcotics regulation, the treatment of mental disorder in the criminal justice system, the impact of the Charter of Rights & Freedoms, juvenile delinquency and feminist perspectives.

### Catching up

**March through Military Medicine**, by John Grayson (Lugus Productions Ltd.; 141 pages; \$18.95). A biographical account of one doctor's experiences in

the Royal Army Medical Corps in western Europe during the Second World War.

**Cultural Marginality in the Western Mediterranean**, edited by Frederick Gerson and Anthony Percival (New Aurora Editions; 168 pages; \$19.95). Selected proceedings of the international conference held at U of T, June 1-5, 1989.

**Critical Psychology and Pedagogy: Interpretation of the Personal World**, by Edmund V. Sullivan (OISE Press, co-published with Greenwood Publishing Group Inc.; 297 pages; \$22.50). The book first develops the meaning of "critical psychology" and demonstrates its relationship to the personal world. Then, having developed a critical pedagogy for the interpretation of the personal world, the book closes with concrete examples of how critical psychology addresses applied problems and suggests its productive application to any area of discipline.

**Holistic Learning: A Teacher's Guide to Integrated Studies**, John P. Miller\*, J.R. Bruce Cassie and Susan M. Drake (OISE Press; 126 pages; \$22.50). This guide shows teachers how to connect subjects by transferring knowledge and skills across various disciplines.

**Constructive Feedback: Learning the Art**, by Brent Kilbourn (OISE Press; 121 pages; \$24.50). One of the few accounts that documents the feedback process in action, this case study is an inquiry about feedback in the context of professional development.

**Contrastive Analysis for the Contemporary Second Language Classroom**, by Marcel Danesi\* and Robert J. Di Pietro (OISE Press, Language and Literacy series; 88 pages; \$19.50). Contrastive analysis provides the teacher with a fundamental understanding of how the learner uses native language as a template for deciphering and organizing the linguistic and communicative categories of the target language. This handbook offers an overview of contrastive analysis in the context of current theoretical and practical issues in the field.

# UNIVERSITY Ombudsperson

Confidential advice and assistance with problems unsolved through regular university channels is available to all students, faculty and administrative staff of the three U of T campuses.

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Ads must be submitted in writing, 10 days before *Bulletin* publication date, to **Nancy Bush, Department of Public Affairs, 21 King's College Circle, 2nd Fl., Toronto, Ontario M5S 1A1.** Ads will not be accepted over the phone.

To receive a tearsheet and/or receipt, please include a stamped self-addressed envelope.

## Accommodation Rentals Available – Metro & Area

**Sabbatical rental**, summer 1991 – summer 1992. Spacious, modern, fully furnished, four-bedroom home overlooking lake and park on quiet cul-de-sac in the Beaches. Two and half baths, three decks, magnificent living-room, TV and games rooms. Close to TTC and schools. \$2,000/month plus utilities. 691-3944.

**Casa Loma Inn (Annex).** 20-room inn on very quiet street. Attractive, clean, comfortable rooms. 4-piece baths, air conditioning, TV, radio, fridge, laundry, parking. U of T, subway, restaurants, banks minutes away. Competitive daily, weekly, monthly rates. 924-4540.

**Avenue Road & St. Clair.** Sunny 2-bedroom, south-west-facing, condominium. On penthouse floor. Hardwood floors, fireplace, balcony, underground parking, laundry facilities on same floor, minutes from subway and buses. \$1,250/month. Available immediately. Phone 960-1121.

**Sabbatical rental** July 1991 – June/July 1992. Furnished 3-bedroom home with outstanding garden. York Mills between Bayview & Yonge. Convenient to schools and TTC. Non-smokers only. \$1,900 +. Contact Prof. R.P. Ellen 979-4408; 443-0981 (evenings).

**Danforth/Main.** Lovely 2-storey, 2-bedroom detached house. Hardwood floors, wood trim throughout. Laundry, large kitchen, separate dining-room. Deck, garden, parking. Steps to subway. \$1,050/month plus heat. Other utilities included. Available May 1. 691-6438. This one's worth it!

**Sabbatical rental.** Summer 1991 through summer 1992. Save time, travel costs! Fully furnished luxury condominium. Steps to U of T campus. Spacious, 2 bedrooms, 2 baths, den, solarium. Parking, 6 appliances, piano, hi-fi, TV & VCR, linens, Jacuzzi. Magnificent views. Pool, sauna, squash, mini-gym. \$1,750/month plus hydro. 944-0716; 736-2100, extension 33339.

**Furnished house to rent:** mid-July 1991 – June 1992. Near High Park, TTC; three bedrooms, good condition. Fenced-in yard. Close to schools, shopping. Asking \$1,200 a month. Please call evenings 763-6966.

**Large, furnished, beautiful room** in private, quiet house available immediately in High Park area. With bay windows and fireplace. Kitchen and washrooms are shared. Room is suitable for non-smoking gentleman at \$435 monthly. Call 533-1440.

**Spring sublet:** a beautiful, furnished, two-bedroom apartment in the west Annex is available from any time around mid-April until mid-June (dates are negotiable). Rent \$900 inclusive per month. Call Brian Walsh 536-6728 (home) or 979-2331 (office).

**Toronto townhouse** available for sabbatical rental August 1, 1991 to July 31, 1992. Located downtown on quiet residential street, five minutes walk from main U of T campus and public transport. Three

floors, fully renovated, 4 bedrooms, 2 full bathrooms, large study, living-/dining-rooms with kitchen overlooking small, attractive garden. \$1,900/month plus utilities. 922-1229, evenings.

**Avenue Road/Eglinton.** Fully furnished 1- to 2-bedroom bungalow. 1 block from Avenue Road bus. Mid-April to August 31, 1991. Rent reasonable and negotiable. 483-5560 after 6.

**Charming two-bedroom + den** home in Cabbagetown. 2 fireplaces, 2-1/2 bathrooms, pleasant garden. Furnished or unfurnished. Two endearing Siamese optional. May 1991 to June 1992. \$1,800/month. 961-2768 (home) or 592-3068 (days).

**Semi-detached house,** Dovercourt/Bloor, 2 bedrooms, 1 bathroom, living-room, kitchen, deck, fully furnished, washer, dryer. Available July 1 to September 30. \$1,000 per month all inclusive. 535-6764.

**Furnished house.** August for 12 months. Yonge/York Mills. 4 bedrooms, 2 1/2 baths, eat-in kitchen, main-floor den, finished basement, C.A.C. Close to excellent schools, including French immersion. \$1,900 per month. 736-5585 (work), 229-4260 (home), 736-5736 (fax).

**U of T, TGH, HSC** 5-minute walk. Two-bedroom rebuilt Victorian apartment. Carpeted, great kitchen with dishwasher, fireplace, balcony, parking, coin laundry facilities. Corner Henry and Cecil Streets. Non-smokers please. Call 595-0026.

**Bloor West Village.** Bright, clean, large 2-bedroom apartment. May 1. Private, quiet, renovated house. Dining-/living-rooms, fireplace, major appliances, garden, laundry facilities, parking available. Near Runnymede subway. \$1,200 monthly, heating included. 483-3984, 533-1440.

**Ideal for family.** Detached home on quiet street. Large, private garden. Modestly furnished but homey. Three bedrooms, two studies, basement wood-finished. Warden and Lawrence, 15 minutes from downtown. Available September 1 – January 1. \$1,100/month. No pets. Call 752-3707.

**Summer sublet.** Large, beautiful, fully furnished, 2-bedroom duplex on tree-lined street. Laundry, deck. College/Ossington, 15 minutes to campus by streetcar. May 15 – September 1. \$1,100/month inclusive. 516-3450.

**Bright, sunny apartment.** Dupont and Dovercourt, 2 bedrooms, eat-in kitchen, bath, living-room. Self-contained, 2nd floor. Non-smokers preferred. Steps to campus bus, walk to subway. May 1. \$880 inclusive. 978-3496.

**Sabbatical house.** Furnished 4-bedroom. Yonge/Lawrence. \$1,500 monthly, available July 1 – December 31. 2-storey house, pleasant backyard, piano, central AC, water/taxes included. 5- to 10-minute walk to subway. Inquire 486-8303 evenings.

**Downtown, Queen/Bathurst.** Spacious, sunny, 4-bedroom, unfur-

nished townhouse. 2 1/2 baths, 5 appliances, new hardwood/broadloomed floors, air conditioning, air cleaning system, yard, parking, close to TTC. Term negotiable. 366-3966.

**Forest Hill Georgian townhouse.** 9 rooms, high ceilings, CAC, 2 fireplaces, 3 1/2 bathrooms, 2-car garage, beautiful home. \$3,000/month unfurnished, furnished negotiable. Available September 1, 1991, 1 to 3 years. Call 484-0118.

**St. Clair/Dufferin.** One-bedroom apartment above store. Kitchen, appliances, large living- and dining-room with wall sconces, high ceilings, moulding on walls and French doors throughout. TTC outside door. \$725 + hydro. Nadia, 656-1076/656-9323.

**Bloor/St. George.** Luxury 1-bedroom condo. \$975/month. Whirlpool, meeting facilities, library, party room, gym. References required. Contact J. Ludwig. 972-1444 (h), 588-6777 (w).

**Downtown house,** \$1,500 monthly, utilities extra. Homewood Avenue, steps to Wellesley/Princess Margaret Hospitals, subway. 3 bedrooms, dining, living-room, large kitchen, sun-room, all appliances, 2-car parking. Available May 1. 978-6269; 925-8128 evenings.

**Dupont/Christie.** Renovated, detached, four-bedroom Victorian house. Third-floor loft with skylight. Laundry, air conditioning, central vacuum, backyard with deck. Minutes from subway, restaurants. Non-smokers. \$1,600 plus utilities. 533-4075.

**Sabbatical rental,** fully furnished, large, 8-room, 3-storey Victorian house. Available 12-14 months, July 1/91 – August 31/92. Ideal for couple/family. Elegant downstairs, comfortable upstairs. Modern kitchen, 2 baths, fireplace, separate dining-/living-rooms, 3 bedrooms, family room, study, garage. Close to university, downtown hospitals, government buildings. Excellent local school, good shopping. Great city living. No pets, no smoking. Maid service. \$2,050 plus utilities. 921-6708.

**Danforth/Pape.** Gorgeous one-bedroom apartment in duplex. Newly renovated, open-concept living-/dining-room, modern kitchen, 4-piece bathroom, private entrance. Steps to Pape subway. Laundry. Immediate. \$625/month plus utilities. 691-5319 (evenings, weekends).

**Five-month rental.** Fully furnished two-bedroom detached house. Hillcrest Park area – Christie/Tyrrel. Renovated, air-conditioned. \$950/month plus utilities. Available June 1 to October 31, 1991. Phone 656-5231.

**Islington subway** – nicely furnished 2-bedroom, 2-bath apartment, fully equipped. Available immediately for flexible term. \$1,250 per month. Telephone 231-2129 or 233-7958.

**Annex/Bloor/Spadina** furnished, bright, two-bedroom apartment in converted duplex. Hardwood floors, wood trim. Walk to U of T. Available May 24 to December 1. Negotiation possible. \$1,050 inclusive. Parking available. Telephone 929-3737.

**Cabbagetown.** Bright, renovated 2-bedroom, fireplace, deck, carpet, security. Available April 1. \$1,100 + hydro. Call John at 978-3846 or message at 969-9168.

**Broadview/Gerrard.** Large one-bedroom/two-bedroom apartments. Quiet, clean, bright. \$595 – \$725/month inclusive. April 1 – September 1 (longer possible). 462-9385.

**Beautifully renovated** 3-storey

home. 3 bedrooms + den + sun-room, 2 baths, fireplace, central air, 2 decks, 5-minute walk to subway. Available partly furnished or unfurnished. April 1. \$1,700 + utilities. 465-7124.

**One-bedroom, two-level** coach house in Toronto Riverdale with Japanese garden, laundry, parking. Close to subway and streetcars. \$945 inclusive. Available April 1. 465-8067.

**Charming Cabbagetown Victorian.** 3 storeys, 5 bedrooms, oak floors, original fireplace, major appliances, fully furnished. Available July 1991 – September 1992. \$2,500, negotiable. Home: 963-5148; business: 596-2397, 595-5337. Ask for Fiona or André.

**Lovely, well-kept, quiet, bright,** 2-bedroom apartment, located steps from University on Harbord and Brunswick. Includes broadloom, skylight, balcony, deck, laundry, storage, very nice backyard. Available April 1. Rent: \$1,200 + electricity. Call 449-0802.

**Apartment – furnished.** Rosedale, 2 bedrooms, fireplace, quiet adult home, parking. Walk to Bloor Street shopping, parks and subway. No pets/smoking. Available March 24. \$1,200 month, 6-month renewable lease. 972-0150 (message).

**Sabbatical rental.** Furnished, detached, beautifully renovated house, close to U of T, subway. All modern appliances, basement, garage, TV, VCR, stereo, piano, etc. No smoking or pets. \$1,595 +. 12-14 months from June 1991. 978-2954, messages 537-4889.

**Danforth/Coxwell.** Detached 2-storey, 4-bedroom brick house with wood trim, hardwood floors, appliances, air conditioning, garage and patio. \$1,400/month plus utilities. Available July 1. No pets. Non-smokers. Prof. Chan, 461-7069.

## Accommodation Rentals required

**Visiting physician and family** need furnished accommodation for May through July during 3-month fellowship at Toronto General Hospital. Call collect (213) 652-4260 (Beverly Hills, CA).

**U of T professor and family** (one child) wish to rent house April 15 until September 1, 1991 (while own is being renovated). Prefer High Park, Bloor Village or Kingsway. Please call 978-1520 days or 233-4064 evenings.

**Apartment wanted.** May – June 1991. Furnished, clean. Need easy access to University. For one person with cat. (519) 253-4232, x. 2401.

**Three responsible adults** require spacious 3- to 4-bedroom house with separate living- and dining-rooms, fireplace, garden for keen gardener, parking. Rosedale preferred. Long lease (not sabbatical) from May 1. \$1,200-\$1,300 range for careful tenants. 978-4933 (days), 968-2289 or 960-3987 (evenings).

## Accommodation Out of Town

**Sabbatical rental.** 3 bedrooms, furnished, 6 appliances, recreation room, 3 more rooms (possible nanny's quarters) in finished basement with walk-out to large, treed garden. 2 baths, 2 fireplaces, central air. Near schools, public transit, easy 35 minutes by GO train to downtown Toronto. \$1,350 +, available August (negotiable). 338-8670, 978-6911.

**Lakefront, St. Catharines,** Port Dalhousie 10 minutes, QEW. Charming 2-bedroom, spectacular view of lake, 4 appliances, possibly semi-furnished. Private beach. \$1,500, negotiable. 1- to 2-

year lease. Please call (416) 934-8727 evenings.

**Spring in the country?** Housesitting: use of country home, Easter through April, in return for keeping a benevolent eye on the place. Full-time or weekends. Fifty miles from campus. Phone John Valleau, 978-3595, a.s.a.p.

## Accommodation Overseas

**France South.** Fully furnished, large 2-bedroom home in village near Montpellier. Large study, terrace, courtyard, garage, park next door. Available September 1, 1991. Long-time rental preferred. \$795 per month. Days 397-2841, residence 694-4735.

**Rio De Janeiro, Copacabana.** 1 1/2 bedroom apartment, living, dining, kitchen, 2 1/2 blocks from beach. Balcony, modern, new, quiet neighbourhood, furnished, all amenities, parking. Weekly \$320, monthly \$1,200. Call 490-8883.

## Accommodation Exchange

**Professional couple** with three children (5, 2 1/2 & 9 months) seek house and car swap in Toronto for one year from July 1, 1991. We have a three-bedroom house close to central London in residential area with good children's facilities and seek something similar. Please contact Dr. P.I. Ignatus, 107 Mallinson Road, London SW11 1BL, England. Telephone: 071-223-9430.

## Houses & Properties for Sale

**Beaconsfield area.** 3-storey home with parking. Architect David Weenan and owners carefully modernized and restored this beautiful home, adding oversized Quebec pine doors, antique mantle, decorative fixtures, etc. \$289,900, 10% mortgage! Laura Hill. Re/Max Hallmark. 462-1888.

**Annex Victorian,** unique, detached – Brunswick/Harbord. Location, great neighbours, peaceful, sunny, spacious, 4-bedroom home with living-, dining-, family, laundry rooms, kitchen walk-out to lush treed garden, garage. \$439,000, 10% mortgage. 323-3698.

## Vacation/Leisure

**BACKPACK CANADA, UNITED STATES, PERU, BOLIVIA & NEPAL.** Adventuresome backpacking treks through the Ocala National Forest in Florida, in the magnificent Canadian Rockies, the Grand Canyon in Arizona, the Appalachians during the autumn colour season, hut hopping in the White Mountains of New Hampshire, Alaska and the Yukon – trekking the Chilkoot Trail, the Andes Mountains of Peru including Machu Picchu, Bolivia – Lhama Trekking and Nepal – the Annapurna Sanctuary. We have some trips where we hike out daily from base camps. No experience is necessary. Request brochure. WILLARDS ADVENTURE CLUB, Box 10, Barrie, Ontario, Canada L4M 4S9. (705) 737-1881.

**Collingwood, Cranberry Village.** 2-bedroom luxury townhouse, sleeps 6, downhill, cross-country

skiing, indoor pool, free kids activities, mountain view, fireplace. Weekends \$295, week \$575. 979-9411, 1-416-476-5482.

**Mexico at Mexican Prices.** Puerto Vallarta. Fully furnished (for 4), 1-bedroom luxury apartment in 15-apartment unit building. Close to beach. Nestled between luxury hotels. Balcony, large terrace. \$200 weekly to \$450 monthly. 694-4735 (h), 397-2841 (b).

## Miscellaneous

**Victoria B.C. Real Estate.** Experienced, knowledgeable realtor with university faculty references. Will answer all queries and send information about retirement or investment properties in Victoria. No cost or obligation. Call (604) 595-3200 or write Lois Dutton, RE/MAX Ports West, 3200 Shelbourne Street, Victoria, B.C. V8P 5G8.

**IMPROVE YOUR WRITING.** Professional editor with extensive publishing experience will help with your paper, thesis, dissertation, or manuscript. Focus your thoughts, show you where to cut or to expand, clarify awkward sentence structure, etc. Free estimate. Elite Editorial Services. 927-8761.

**PERSONAL COUNSELLING** in a caring, confidential environment. U of T staff extended health care benefits cover the full cost. Close to campus. Dr. Ellen Greenberg, Registered Psychologist. The Medical Arts Building, 170 St. George Street, 961-3683.


**ACCENT NEED ADJUSTMENT?** Communication enhancement classes forming with "accent" on formation and production of the English sound system, pronunciation and intonation patterns. Now in its 6th year. Over 1,000 satisfied graduates attest to its value. Groups of 6-8 participants. Gandy Associates 767-6691.

**Dr. Shirley Mason, Registered Psychologist** now practising in Barrie and Orillia. General assessment/diagnosis and individual or group therapy offered for a range of concerns, including those which are addiction-related. Cost for U of T employees covered by extended health care plan; for any Ontario resident traumatized directly or indirectly by a car accident after June 22, 1990, by automobile insurance. Day or evening appointments. (705) 689-6489.

**English and term-paper tutoring.** Teacher experienced in the field, McGill grad, copyrighted author. Additional qualifications. Steps from Yonge/Lawrence subway. Emphasis senior high and undergrad. Essay skills, reading development, history, idea organization, cross-curricular, et al. Private lessons. Computer system with word processing as aid in skills development. Editing manuscripts. Remember, confidence comes with accomplishment! Prizing Potential, 480-0026.

**For Sale:** LeClerc colonial floor loom. 45", eight harness. Can be used as jack or counterbalance loom. Includes accessories. \$1,200. Assorted yarns also available. 535-3981.

**Hundreds of extras needed** for an American movie filming in Toronto. Production starts beginning of April. Pays cash. Register now at 962-3879.



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## Events

### LECTURES

#### Desktop Creativity Promoting Originality and Creativity in Academia.

**Monday, March 18**  
Walter Derzko, managing editor, McLuhan Program *Technology Review*. Auditorium, Carr Hall, St. Michael's College. 7:30 p.m. (McLuhan Program)

#### The Skin as an Immuno- logic Organ.

**Tuesday, March 19**  
Dr. Stephen Katz, Institutes of Health, Bethesda. Main lecture theatre, E-Ground, Sunnybrook Health Science Centre. 4:30 p.m. (Sunnybrook Health Science Centre)

#### Characterization of Langerhans' Cell/T-Cell Interactions.

**Tuesday, March 19**  
Dr. Stephen Katz, Institutes of Health, Bethesda. Ground-floor seminar room, Reichmann Research Building, Sunnybrook Health Science Centre. 4:30 p.m. (Sunnybrook Health Science Centre)

#### Thomas Moore and John Milton: The Problem of Authority in Readings of Biblical History.

**Thursday, March 21**  
Rivkah Zim, University of Cambridge. Senior Common Room, Burwash Hall, Victoria College. 4 p.m. (CRRS and Toronto Renaissance & Reformation Colloquium)

#### Are OSCEs Really the Exam for the Future?

**Thursday, March 21**  
Prof. A.I. Rothman, Department of Medicine. 3171 Medical Sciences Building. 5 p.m. (Studies in Medical Education)

#### Canadian Ethnic and Immigration History in the 1980s and 1990s.

**Friday, March 22**  
Prof. Howard Palmer, University of Calgary. Seminar room, 5th floor, 203 College St. 2 to 4 p.m. (Ethnic, Immigration & Pluralism Studies and Sociology)

#### Thomas More and Antonio Gramsci: Dia- logues and Dialectics in Defence of Civilization.

**Friday, March 22**  
Rivkah Zim, University of Cambridge. 323 Victoria College. 2:10 p.m. (CRRS and Italian Studies)

#### The Last Librarians: End of a Millennium.

**Friday, March 22**  
Barbara Quint: Quint & Associates, Los Angeles; Bertha Bassam open lecture. Lecture theatre, Claude T.

Bissell Building, 140 St. George St. 7:30 p.m. (FLIS)

#### Enzyme Catalysis: Is It as Simple as It Looks?

**Monday, March 25**  
Prof. J.R. Knowles, Harvard University; first of three in A.R. Gordon distinguished lecture series. 162 Lash Miller Chemical Laboratories. 4:10 p.m. (Chemistry)

#### Recent Advances in Automatic Speech Recog- nition and Understanding.

**Tuesday, March 26**  
Prof. Renato De Mori, McGill University. 1105 Sandford Fleming Building. 11 a.m. (Computer Science)

#### The Social, Political and Economic Foundations of HIV/AIDS in Africa: Issues of Theory, Models and Measurement.

**Tuesday, March 26**  
Prof. Alberto Palloni, University of Wisconsin. Room 506, 203 College St. 3 p.m. (Sociology)

#### Enzyme Catalysis: Is It as Complex as It Seems?

**Tuesday, March 26**  
Prof. J.R. Knowles, Harvard University; second of three in A.R. Gordon distinguished lecture series. 162 Lash Miller Chemical Laboratories. 4:10 p.m. (Chemistry)

#### Pacific Cooperation in Trying Times.

**Tuesday, March 26**  
Prof. Juanjai Ajanant, Centre for International Studies. George Ignatieff Theatre, 15 Devonshire Place. 8 p.m. (International Studies)

#### Craig Ellwood on Craig Ellwood.

**Wednesday, March 27**  
Craig Ellwood, architect, Arezzo, Italy. Hart House Theatre. 7 p.m. (Architecture & Landscape Architecture and Steel Structures Education Foundation)

#### Evolution at the Molecular Level: The Development of Enzyme Effectiveness.

**Thursday, March 28**  
Prof. J.R. Knowles, Harvard University; final of three in A.R. Gordon distinguished lecture series. 162 Lash Miller Chemical Laboratories. 4:10 p.m. (Chemistry)

#### Peace and World Order after the Cold War.

**Thursday, March 28**  
Bernard Wood, Canadian Institute for International Peace & Security; University College lecture in peace studies. 140 University College. 8 p.m. (UC and Science for Peace)

#### Major Environmental Issues Facing the Profession and Society.

**Monday, April 1**  
James Dobbin, James Dobbin Associates Inc., Alexandria, Virginia. Room 103, 230 College St. 7 p.m. (Architecture & Landscape Architecture)

### COLLOQUIA

#### Integration of Interaural Information in Directional Hearing.

**Wednesday, March 20**  
Prof. Tom Buell, University of Connecticut Health Center. 2102 Sidney Smith Hall. 4 p.m. (Psychology)



Virginia Woolf at Monks House, 1932. Photographed by Leonard Woolf, from the *Charleston Calendar* 1991. See Conferences and Exhibitions.

#### Health and Disease under National Socialism.

**Wednesday, March 20**  
Prof. Gerhard Baader, Freie Universität Berlin. 304 Victoria College. 4:10 p.m. (IHPST and History)

#### Recent Progress in Enzymatic Organic Synthesis.

**Thursday, March 21**  
Chi-Huey Wong, Scripps Institute, La Jolla. 428 Lash Miller Chemical Laboratories. 3:30 p.m. (Chemistry)

#### Clustering of Galaxies and Mass in the Universe.

**Thursday, March 21**  
Prof. Nick Kaiser, CITA, 102 McLennan Physical Laboratories. 4:10 p.m. (Physics)

#### Organic Surface Chemistry.

**Friday, March 22**  
Prof. Tom McCarthy, University of Massachusetts. 158 Lash Miller Chemical Laboratories. 3:30 p.m. (Chemistry)

#### The Psychology of Mental Control.

**Wednesday, March 27**  
Prof. Daniel Wegner, University of Virginia. 2102 Sidney Smith Hall. 4 p.m. (Psychology)

#### Science and Artifice in the 17th Century: Descartes and Hobbes.

**Wednesday, March 27**  
Prof. André Gombay, Department of Philosophy. 304 Victoria College. 4:10 p.m. (IHPST)

#### Coherent Structures in Anisotropic Turbulence.

**Thursday, March 28**  
Prof. J.C. McWilliams, University of California at Santa Cruz. 102 McLennan Physical Laboratories. 4:10 p.m. (Physics)

### SEMINARS

#### Novel Methods of Blood Flow Assessment with Ultrasound.

**Tuesday, March 19**  
Prof. Bill O'Brien, University of Illinois. SG16 Reichmann Research Building, Sunnybrook Health Science Centre. 11 a.m.

(Medical Biophysics)

#### "FLATLAND" Revisited: Quantum Wires and Dots in the Making.

**Tuesday, March 19**  
Prof. James Merz, University of California at Santa Barbara. 134 McLennan Physical Laboratories. 4 to 5:30 p.m. (Ontario Laser & Lightwave Research Centre)

#### Selected Problems on Processing of Imprecise Knowledge in Expert Systems and Neural Networks.

**Wednesday, March 20**  
Prof. Ernest Czogala, Silesian Technical University, Poland. 211 Rosebush Building. 3 p.m. (Industrial Engineering)

#### Cellular Mechanisms of Tolerance to Ethanol.

**Wednesday, March 20**  
Prof. Peter Wu, Department of Pharmacology. 4227 Medical Sciences Building. 4 p.m. (Pharmacology)

#### Replication and Treatment of Strength in the Whole Ecosystem Experiments.

**Wednesday, March 20**  
Prof. Ian Hogg, Scarborough College; behavioural and evolutionary ecology series. S524A Scarborough College. 5 p.m.

#### Wielding Political Clout.

**Thursday, March 21**  
Speakers: Sheila Copps, MP; Audrey McLaughlin, MP; Wendy Mesley, CBC TV; Maureen O'Neill, former deputy head, Status of Women Canada. Moderator: Gloria Bishop, CBC Radio; women in and behind the media series. Senate Chamber, St. Michael's College. Tickets \$200 for six seminars, individual seminars \$35. *Reservations: 978-7026* (McLuhan Program)

#### Seasonal Affective Disorder.

**Friday, March 22**  
Prof. Alan M. Baker, Department of Geography. 4171 Medical Sciences Building. 1 p.m. (Centre for Health Promotion)

#### Tunable Femtosecond Laser Sources and Time Domain Diagnostics of Waveguide Devices.

**Tuesday, March 26**  
Prof. Jim Fujimoto, Massachusetts Institute of Technology. 134 McLennan Physical Laboratories. 4 to 5:30 p.m. (Ontario Laser & Lightwave Research Centre)

#### Recent Studies in the Pathogenesis and Treat- ment of HIV Infections.

**Wednesday, March 27**  
Prof. Martin Hirsch, Harvard Medical School. 103/104 FitzGerald Building. 12 noon. (Microbiology)

#### Behavioural Influences in Alcohol Tolerance.

**Wednesday, March 27**  
Prof. Harold Kalant, Department of Pharmacology and Addiction Research Foundation. 4227 Medical Sciences Building. 4 p.m. (Pharmacology)

#### Revisiting the Adaptive Nature of Insect Galls.

**Wednesday, March 27**  
Prof. Douglas Tallamy, University of Delaware; behavioural and evolutionary ecology series. S524A Scarborough College. 5 p.m.

#### Social Reproduction in Lace Bugs: Parasitism or Mutualism?

**Thursday, March 28**  
Prof. Douglas Tallamy, University of Delaware. S524A Scarborough College. 5 p.m.

#### Not with Eyes but with the Mind: The Role of Para- sites in Sexual Selection.

**Thursday, March 28**  
Prof. Marlene Zuk, University of California at Riverside; evolutionary biology series. Lecture theatre, McLaughlin Planetarium. 8 p.m. (Botany)

### WORKSHOPS

#### Perspectives on Inter- national Competitiveness: A Scientists View.

**Monday, March 25**  
Dr. Fraser Mustard, Canadian Institute for Advanced Research; Ontario Centre for International Business research workshop. Round Room, Massey College. 5 to 6:30 p.m. (Management)

### MEETINGS & CONFERENCES

#### The Hidden Art of Bookplates.

**Tuesday, March 19**  
Guy Debenham, Canadian wood engraver; meeting of The Friends of the Thomas Fisher Rare Book Library. Thomas Fisher Rare Book Library. 8 p.m.

#### Editing Virginia Woolf in the 90s.

**Friday, March 22 and  
Saturday, March 23**  
Panel discussions and papers by well-known editors of Virginia Woolf's work. Alumni Hall, Victoria College. Registration fee \$20, students \$5. *Information: 585-4471.* (Victoria College)

#### Urban Paradise: The City as Garden.

**Saturday, March 23**  
Symposium of the William Morris Society of Canada. The Garden City: Architecture or Revolution?, Val Rynimeri, architect; Return to Eden: Alternatives to the City in 18th- and 19th-Century Britain, Prof. Hans de Groot, Department of English; Wychwood Park: An Oasis in

the City, Elizabeth Ingolfsrud, author and consultant; William Morris and the Garden City Ideal in England: Past and Present, Susie Barson, architectural historian; City and Garden Suburb in North America, Wendy Jacobson, Planning Department, City of Toronto. 140 University College. 9 a.m. to 5 p.m. Registration fee \$45, members \$40 and students \$10. *Information and registration: 475-9370.* (UC and William Morris Society of Canada)

#### The Politics and Econom- ics of Baltic Independ- ence.

**Saturday, March 23**  
Chair of Estonian Studies symposium. All sessions in the George Ignatieff Theatre, 15 Devonshire Place. Session I: What Does Moscow Want? Prof. Igor Gräzin, Tartu University; visiting Notre Dame University Law School. 9:30 a.m.

#### Session II: The Politics of Independence.

Lithuania: Prof. V. Stanley Vardys, University of Oklahoma; Latvia: Valdis Liepins, Baltic Technologies Inc., Toronto and Riga; Estonia: Prof. Toivo Miljan, Wilfrid Laurier University. 10:45 a.m.

Session III: The Economics of Independence. Estonia: Prof. Enn Tarvel, Estonian Academy of Science; Latvia: Prof. George Viksnins, Georgetown University; Lithuania: Valdas Samonis, Centre for Russian & East European Studies. 2:30 p.m. (CREES)

#### University of Toronto Women's Association.

**Thursday, March 28**  
Luncheon and general meeting. Speaker: Robert McClure on Lessons from the Third World. 93 Highland Ave. 12 noon.

#### Governing Council.

**Thursday, March 28**  
Council Chamber, Simcoe Hall. 4:30 p.m.

### PLAYS & READINGS

#### Blood Relations.

**Wednesday to Saturday,  
March 20 to March 23**  
By Sharon Pollock. TV Studio One, Scarborough College. 8 p.m. *Reservations: 287-7189.*

#### The Sea Gull.

**Wednesday to Sunday, March  
20 to March 24**  
By Anton Chekhov, translated by Michael Frayn; directed by Ronald Bryden. Graduate Centre for Study of Drama production, 1990-91 season. Robert Gill Theatre, Koffler Student Services Centre. Performances at 8 p.m. except Sunday 2 p.m. Tickets \$7.50, students and seniors \$5. *Reservations: Monday to Friday, 11 a.m. to 5 p.m., 978-7986.*

#### Lorna Crozier.

**Thursday, March 21**  
Reading. R4207 Scarborough College. 7 p.m.

#### A Looking Glass for London and England.

**Thursday to Sunday,  
March 21 to March 24**  
By Thomas Lodge and Robert Greene. Pocoli Ludique Societas production; in conjunction with a

## Events deadlines

Please note that information for Events listings must be received in writing at the *Bulletin* offices, 21 King's College Circle, 2nd floor, by the following times:

Issue of April 1,  
for events taking place  
April 1 to 15:  
**Monday, March 18**

Issue of April 15,  
for events taking place  
April 15 to May 6:  
**Monday, April 1**



groatsworth of wit productions. Emmanuel College hall. Performances at 8 p.m. except Sunday 2 p.m. Tickets \$8, students and seniors \$6. Information: 978-5096.

## MUSIC

### Young Artists Series.

**Monday, March 18**  
Students in the RCM professional studies programs. Concert Hall. 8 p.m.

**Tuesday, March 19**  
Students in the RCM professional studies programs. Concert Hall. 8 p.m.

**Wednesday, March 20**  
Students in the RCM professional studies programs. Concert Hall. 8 p.m.

**Thursday, March 21**  
Students from the RCM pre-college performance program. Concert Hall. 5:15 p.m.

**Monday, March 25**  
Students in the RCM professional studies programs. Concert Hall. 8 p.m.

**Tuesday, March 26**  
Students in the RCM professional studies programs. Concert Hall. 8 p.m.

**Wednesday, March 27**  
Students in the RCM professional studies programs. Concert Hall. 12:15 and 8 p.m.

**RCO Chamber Concert.**  
**Thursday, March 21**  
Presented by members of the Royal Conservatory Orchestra and the orchestral training program. Concert Hall. 8 p.m.

**Evening Series.**  
**Friday, March 22**  
Pierre Souvairan, piano. Concert Hall. 8 p.m. Tickets \$9, students and seniors \$6.

**RCM Chamber Singers.**  
**Friday, March 22**  
John Tuttle, conductor. St. Thomas's Anglican Church, Huron St. south of Bloor St. 8 p.m. Tickets \$4, students and seniors \$2.

**Art Gallery of Ontario Series.**  
**Sunday, March 24**  
Coenraad Bloemendal, cello, and Antonin Kubalek, piano. Walker Court, Art Gallery of Ontario. 3 p.m.

**Twilight Series.**  
**Thursday, March 28**  
Tanya Tkachenko, piano. Concert Hall. 5:15 p.m. Tickets \$2, students and seniors \$1.

**Royal Conservatory Orchestra.**  
**Thursday, March 28**  
José Luis García, conductor. Concert Hall. 8 p.m. Tickets \$9, students and seniors \$6.

Information on all Conservatory concerts available from the publicity office, 978-3771.

### FACULTY OF MUSIC EDWARD JOHNSON

## BUILDING

**Thursday Noon Series.**  
**Thursday, March 21**  
Music by student composers.  
**Thursday, March 28**  
Performances by student string quartets. Walter Hall. 12:10 p.m.

**U of T Guitar Ensemble.**  
**Friday, March 22**  
Eli Kassner, director; Jack Bakker, conductor. Walter Hall. 8 p.m. Tickets \$5.

**Faculty Recital.**  
**Saturday, March 23**  
Rosemarie Landry, soprano; Jacques Israelievitch, violin; and Dalton Baldwin, piano. Walter Hall. 8 p.m. Tickets \$14, students and seniors \$8.

**Wind Symphony.**  
**Sunday, March 24**  
Melvin Berman, conductor. MacMillan Theatre. 2 p.m. Tickets \$5.

**Choral Music on Campus.**  
**Monday, March 25**  
University Women's Chorus, Ann Cooper Gay, conductor; University of North Carolina-Greensboro Women's Choir, Hilary Apfelstadt, conductor. MacMillan Theatre. 8 p.m. Tickets \$7.

**Contemporary Music Ensemble.**  
**Tuesday, March 26**  
Robin Engelman, conductor. Walter Hall. 8 p.m. Tickets \$5.

**Historical Performance Ensembles.**  
**Wednesday, March 27**  
Timothy McGee, director. Walter Hall. 8 p.m. Tickets \$6.

Information on all events in the Edward Johnson Building available from the box office, 978-3744.

**Orpheus Choir of Toronto.**  
**Friday, March 22**  
Brainerd Blaydon-Taylor, music director. St. Paul's Anglican Church, 227 Bloor St. E. 8 p.m. Tickets \$16, students and seniors \$13. Information: 462-0160.

## FILMS

### Innis Winter Film Program.

**Thursday, March 21**  
Films by Meredith Monk; in conjunction with New Cinema and New Music Concerts. Tickets \$3.

**Thursday, March 28**  
The Trance Film; in conjunction with Cinematheque Ontario. Innis College Town Hall. 7 p.m. Tickets \$5. Information: 978-7790.

## EXHIBITIONS

### THOMAS FISHER RARE BOOK LIBRARY

An Architect's Library of

1890.  
**To March 29**  
Exhibition of rare books celebrating the centenary of teaching architecture and 25 years of landscape architecture at U of T. 1st and 2nd floors. Hours: 9 a.m. to 5 p.m.

### JUSTINA M. BARNICKE GALLERY, HART HOUSE

**Hart House Camera Club and Art Competitions.**  
**To April 4**  
Winning entries from both competitions. Both galleries. Gallery hours: Monday and Friday, 11 a.m. to 6 p.m.; Tuesday, Wednesday and Thursday, 11 a.m. to 8 p.m.; Saturday and Sunday, 2 to 5 p.m.

### VICTORIA COLLEGE

**Shapes.**  
**To April 12**  
Paintings by Barbara Ibronyi. Main floor, Northrop Frye Hall. Hours: Monday to Thursday, 9 a.m. to 9 p.m.; Friday, 9 a.m. to 6 p.m.

### SCARBOROUGH COLLEGE

**14th Annual Juried Show.**  
**March 18 to April 3**  
The Gallery, Meeting Place. Gallery hours: Monday to Friday, 11 a.m. to 4 p.m.

### ERINDALE COLLEGE

**Spring Forward.**  
**March 19 to April 11**  
Work of graduating art and art history students. Art Gallery. Gallery hours: Monday to Friday, 11 a.m. to 7 p.m.; Saturday and Sunday, 12 noon to 5 p.m.

### SCHOOL OF ARCHITECTURE & LANDSCAPE ARCHITECTURE

**Restatements and Realizations.**  
**March 19 to April 17**  
Built work of graduates since 1893. The Galleries, 230 College St. Gallery hours: Monday to Friday, 9 a.m. to 5 p.m.

### VICTORIA UNIVERSITY

**Work of Virginia Woolf and Books Hand-Printed at the Hogarth Press.**  
**March 22 to April 30**  
Work of Virginia Woolf and books hand-printed at the Hogarth Press by Leonard and Virginia Woolf. E.J. Pratt Library, Victoria University. Hours: Monday to Friday, 9 a.m. to 10 p.m.; Saturday, 12 noon to 10 p.m.; Sunday, 1 to 10 p.m.

## MISCELLANY

**Still Speaking Out: Sexism and the University.**  
**Wednesday, March 20**  
Full-day teach-in on sexism and violence against women. Events campus-wide. Information: 978-2391.



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# Research Notices

For further information and application forms for the following agencies, please contact ORA at 978-2163.

**Cancer Research Institute (US)**  
Support is available under post-doctoral fellowship and investigator award funding programs for research relevant to the development of immunological approaches to the diagnosis, treatment and prevention of cancer. There are no citizenship restrictions and the work may be carried out in the US or abroad. Potential post-doctoral applicants and their sponsors are reminded that more than one fellowship application may be sponsored at any deadline, however, only one fellowship per sponsor may be awarded in a calendar year. Deadlines for post-doctoral fellowships are *April 1* and *October 1*; investigator awards: *May 1*.

**Medical Research Council**  
Investigators should note that preliminary proposals for new and renewal MRC group grants are considered to be grant applications and must follow the usual University signature requirements, have ORA attachments and a planning and resources letter where applicable. Arrangements for the president's signature on the letter of intent will be handled by ORA. It is not the intention of ORA to vet or rank letters of intent; however, under some circumstances ORA may send letters back to the principal investigator with comments which would be designed to strengthen the content and thus the final proposal. Investigators are requested to allow ORA at least five working days prior to the deadline date for this part of the application procedure. Investigators are also reminded that the designated signature from any collaborating institution must also appear on the application to indicate awareness of the research proposal and

agreement to participate. Deadline for preliminary proposals is *May 1*.

**National Cancer Institute of Canada**  
The institute has informed ORA that the base budget increase to program project grants, announced in the last issue of the *Bulletin*, refers to Terry Fox program grants only.

**Ontario Ministry of Health**  
A revised application form, together with new ethics forms for human subjects, animal and biosafety certifications, has been issued (Ref. 90/12). Investigators are requested to use this new form commencing with the *May 1* competition.

**Social Sciences & Humanities Research Council/Canada Council**  
A jointly sponsored national competition has been announced on state-of-the-art review of research on arts literacy in Canada. Applications proposing collaboration among researchers from various disciplines are encouraged. One award of up to \$60,000 will be made. Deadline is *May 1*.

**World AIDS Foundation/Fogarty International Center**  
The foundation (WAF), jointly sponsored by the US Department of Health & Human Services and the Institut Pasteur of Paris, France, will support research and education relating to AIDS in the developing world. WAF is interested in projects that are catalytic and once in place could have multiplicative effects. Specific areas include: short-term, in-country training for clinicians, allied health professionals and technicians; fellowships to support training for national experts; development and testing of new concepts and demonstrations for preventing the spread of HIV; workshops to enhance the scientific process and transfer knowl-

edge needed in the effort against HIV infections and AIDS.

The limit of any single funding request is \$200,000 US. Initial application is by concept letter after which applicants may be invited to submit full applications. Deadline is *April 1*.

**Upcoming Deadlines**  
American Foundation for AIDS Research - research and small grants: *April 9*. Atkinson Charitable Foundation - research grants, internal ORA deadline: *April 1*.

Baxter Healthcare Corp. - renal division grants: *April 12*. J.P. Bickell Foundation - research grants, internal ORA deadline: *April 22*.

Bower Award - nominations: *April 17*. Canadian Cystic Fibrosis Foundation - graduate studentships: *April 1*; fellowship competition cancelled.

Canadian Friends of Schizophrenics - 1991 programs cancelled. Canadian Studies Directorate (Secretary of State) - development programs; print learning materials; film and audio-visual learning materials; computer-based and computer-assisted learning materials; open and distance learning materials: *April 1*; matching of private sector support for Canadian studies: *any time*.

Cancer Research Institute (US) - post-doctoral fellowships: *April 1*; investigator awards: *May 1*. CNIB - Ross C. Purse fellowships: *April 1*. Cutter Biological/Canadian Red Cross Society - full application: *April 1*. Fondation Fyssen - research grants; exchange scholarships (France): *March 31*. Hannah Institute for the History of Medicine - publication and editorial assistance grants: *April 1*. Juan de Fuca Hospital Foundation - clinical, administration and research fellowships: *May 1*.

Leukemia Society of America Inc. - short-term scientific exchange: *April 1*. Medical Research Council - MRC/Easter Seal fellowships; studentships (renewal); fellowships (new and renewal): *April 1*; group grants (new and renewal) preliminary proposals: *May 1*.

National Cancer Institute of Canada - T. Fox program project grants (letter of intent): *April 1*; development grants (full application): *April 15*. National Neurofibromatosis Foundation Inc. (US) - research and young investigators grants: *April 2*. G. Allan Roeher Institute - faculty and graduate research grants: *April 10*.

SSHRC - aid to occasional scholarly conferences in Canada; Canadian studies research tools; strengthening of specialized research collections; travel grants for international representation: *April 1*.

U of T, Humanities & Social Sciences Committee of the Research Board - international conference travel grants: *March 15*; grants-in-aid: *April 1* and *August 1* (June 1 competition has been eliminated); Connaught Fund - phase I new staff grants (nominations): *May 1*.

World AIDS Foundation/Fogarty International Center - short-term training; fellowships; development/demonstration projects; workshops: *April 1*.

# PhD Orals

Graduate faculty please call the PhD oral examination office at 978-5258 for information regarding time and location for these listings.

**Wednesday, March 20**  
Jay J. McGrory, Department of Education, "Extremely Assaultive Young Offenders: An Investigation of the Overcontrolled/Undercontrolled Personality Typology." Prof. R.B. MacIntyre.

Rosonna Marie Tite, Department of Education, "Child Abuse: The Role of the School." Prof. M. Eichler.

**Thursday, March 21**  
Jane Alexandra Friesen, Department of Economics, "Essays on the Dynamic Demand for Labour." Prof. M.G.S. Denny.

**Friday, March 22**  
Jae-Dong Han, Department of Economics, "Inflation Tax on Multiple Currencies in Postwar China." Prof. J.W. Carr.

Barbara Ann Marie Michel, Graduate Centre for Study of Drama, "The Orchestration of Light, Space and Form: The Role of the Art Director in the Classical Hollywood Cinema." Prof. C.D.E. Tolton.

**Monday, March 25**  
Peter Andrew Hardy,

Department of Medical Biophysics, "The Effects of Magnetic Particles on Magnetic Resonance Images." Prof. R.M. Henkelman.

Steven Frederick Hick, Faculty of Social Work, "An Ethnography of an Ontario Welfare Office: The Reproduction of Labour Market Relations." Prof. S. Neysmith.

Sunyu Su, Department of Physics, "Nuclear Quadrupole Resonance Investigation of Spin Dynamics in the Praseodymium Trihalides PrCl<sub>3</sub> and PrBr<sub>3</sub>." Prof. R.L. Armstrong.

**Tuesday, March 26**  
Alfredo Galindo-Uribarri, Department of Physics, "Studies of Charged Particle Evaporation with Super-deformed Bands in <sup>132</sup>Nd and <sup>152</sup>Dy." Prof. T.E. Drake.

Gregory Edward Hannigan, Department of Molecular & Medical Genetics, "Signal Transduction Mechanisms Mediating Interferon-α Induction of Gene Expression." Prof. B.R.G. Williams.

**Thursday, March 28**  
Gerhart André Bindseil, Department of Education, "The Minority-Language Group in a University System: The Case of Franco-Ontarians, A Geographical Analysis." Prof. D.N. Wilson.

## ADULT COMMUNITY SAILING EXCLUSIVELY FOR NON-BOAT OWNERS



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# From access to success

*By easing transitions universities will become truly accessible*

**P**ublicly funded education in Ontario has been subjected to a seemingly endless barrage of commissions, inquiries and calls for self-examination – including the Commission of Inquiry on Canadian University Education, chaired by Stuart Smith, which has challenged us to look at both the real and the potential role of universities in promoting the social, economic and intellectual well-being of Ontarians.

For those of us immersed in the education of elementary and secondary school students, two major themes have emerged: the need for greater access to education for a broad range of students and the need for greater success rates when they get there, whether measured by drop-out rates or by standards of achievement.

In our own arena, we are seeking the best way to fulfil those needs, learning as we go that old assumptions about both access and success have inadvertently shut many students out of the educational community. We have found that the only way to meet either objective is to see them as one: access to our institutions is a hollow commitment unless it carries with it access to successful outcomes.

What does this have to do with a university education? Students arrive and are free to succeed. Or are they?

**N**othing in our experience, or in the experience of our graduates, would lead us to believe that the transition from secondary school to university is accompanied by a radical change in the nature of the learner. On the contrary, our studies of children experiencing their first major educational transition – from elementary to secondary school – have pointed to the need for a gradual transition, one which respects basic psychological and social prerequisites for successful learning. When they are not met, the demand for access to success is compromised.

What is the actual experience of our young people making their second major transition – from secondary school to university? While we grapple with issues of access and success in our own sphere, we hear horror stories from our graduates, first-year university students “welcomed” into enormous classes taught by graduate students and measured by inflexible standards that fail to give due respect to the psychological stresses of change.

If we were to concentrate on the first year of university as a time to ease the transition rather than a time to “separate the wheat from the chaff,” could we improve both the opportunities and the outcomes for those students? Would smaller classes in the first year – if necessary, in exchange for larger classes in later years – improve the educational experience and reduce the attrition rate (access to success, again)? We think so.

**N**otwithstanding the severe fiscal restraints under which Ontario universities operate (public schools are not strangers to financial woes themselves) we find ourselves asking whether current priorities at the university level are established to maximize the success



Penny Moss, a former trustee of the Toronto Board of Education, is executive director of the Ontario Public School Boards' Association.

rates of first-year students.

Education is a human endeavour. The evidence shows that students who do not make personal connections with their teachers are at greater risk of dropping out – of university as well as secondary school. The social interaction between teachers and learners, and between learners, is the key to an effective learning experience at any level. Good teachers have the power to motivate, stimulate, provide alternative viewpoints and challenge students to think and communicate more clearly. They do far more than “profess” their knowledge based on study and research, although we fear that many professors see that as the extent of their responsibility to students.

Thanks to a considerable body of knowledge about effective teaching, much of which grows out of university-sponsored research, we know a great deal about effective teaching and learning. Educators now recognize specific principles of adult learning and seek to incorporate them in programs for adults – most recently in programs for disadvantaged or undereducated adults. Why shouldn't those same principles inform the teaching practised in our universities?

We believe it is time for good teachers

**When students  
no longer expect to succeed,  
they vote with their feet**

to be recognized as the hallmarks of excellence in undergraduate education, encouraged to make teaching the central focus of their work and entitled to recognition for their contributions through professional appraisals and tenure. While we recognize that the research function of universities is critical, and we acknowledge that difficult choices must be made about the allocation of resources, we feel that universities must first be true to their calling as institutions of learning.

Teaching strategies cannot be separated from evaluation strategies; indeed, whatever lofty goals are attributed to an



Paula Dunning, a trustee of the Central Algoma Board of Education, is first vice-president of OPSBA.

educational program, its evaluation procedures are the ultimate measure not only of its success but also of its objectives. University students report a heavy reliance on multiple-choice tests that measure the retention of disjointed facts and trivialize learning, a lack of clear evaluation criteria, substantial differences in the expectations of professors and, sadly, an attitude on the part of some professors that “first-year students should be put in their place.”

The absence of clear and consistent evaluation criteria and expectations, together with the desire (or perceived need) to give many first-year students low marks, undoubtedly contributes to a high first-year drop-out rate. When students no longer expect to succeed, they vote with their feet – whether they are 16 or 20.

**T**o help ease the transition from secondary school and to establish consistent, realistic expectations for first-year university students, we suggest that all first-year programs should be reviewed in the light of the curriculum guidelines for the new Ontario Academic Courses (OACs) which have been developed cooperatively between secondary schools and universities. Those guide-

lines promise to address a major concern expressed by universities that secondary school preparation varies widely from school to school and board to board. They should make it easier for those designing first-year programs to meet incoming students at their own level.

While a renewed emphasis on teaching environments and the needs of the learners at the transition between secondary school and university would make life easier for all students, it would pay additional dividends for those who tend to be marginalized in the university community – native Canadians, visible minorities, disabled persons, Franco-

Ontarians and, in some cases, women. Universities, like other public institutions, have a responsibility to review and revise practices which limit the successful participation of those groups.

Because school success is, for most students, the prerequisite for university entrance, secondary schools shoulder much of the burden for improving university participation rates among all groups. But all mainstream public institutions have created systemic barriers to access and success that are often difficult to identify and harder to remove. Entrance criteria and selection processes need to be examined; issues of racism and sexism in all aspects of university life must be addressed; support services for specific groups, employment equity programs and financial assistance programs need to be studied, to ensure that barriers to participation are not being perpetuated.

The Smith commission has raised the issue of the relationship between enrolment expansion and level of “learning ability.” Is it likely that by improving access we will lower standards or rates of success? We suspect not, unless the university community allows itself to become trapped in rigid definitions of “success.”

Certainly increasing enrolments have increased the diversity of learners whose background, personal qualities, motivation and learning styles are more varied than they were a generation ago. In response, the university must continue to adapt its organization, program, teaching arrangement, evaluation of achievement and student services.

A case in point is the dramatic growth in the number of part-time learners. While universities have made significant adjustments to meet their needs, most part-time programs are simply full-time programs taken in a part-time mode. “Lifelong learning” is becoming more than a slogan, and we believe that part-time education is likely to become the common mode for the organization of adult education, rather than an add-on to core full-time activities.

Why, then, are some programs – particularly professional and graduate programs – not available to part-time students? Why must credentials be identical for full-time and part-time learners? And why are part-time students actively employed in their area of study unable to gain credits for relevant knowledge and skills? The support of the universities is urgently required. This is a question of the wise use of limited resources as well as an issue of fairness to students. Public dollars ought not be spent teaching people what they already know!

Universities have had a profound influence on the schools of Ontario. They teach and train our teachers, contribute to the determination of curriculum content and program organization and, in large measure, determine the standards of achievement required for university admission. As all partners in educating Ontario's population learn more about building effective learning environments, we believe we can meet society's demand for both greater access to our educational institutions and greater success for our students.